

USAID/NAMIBIA

RESULTS REVIEW AND RESOURCE REQUEST (R4)

2001-03-30

Please Note:

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The R4 is a "pre-decisional" USAID document and does not reflect results stemming from formal USAID review(s) of this document.

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Released on or after Oct. 1, 2003

March 27, 2001

Ms. Valerie Dickson-Horton
Acting Assistant Administrator for Africa
U.S. Agency for International Development
Washington, D.C.

Dear Valerie:

I am pleased to submit the FY 2003 Results Review and Resources Request for Namibia. The submission of this R4 essentially marks one year since Namibia's new Country Strategic Plan for 2000-2005 was approved by Washington. The CSP maintained the 1996-2000 strategy Goal of "*Strengthening Namibia through the Economic, Social and Political Empowerment of Namibians Historically Disadvantaged by Apartheid,*" but added a new special objective for HIV/AIDS prevention and recast an existing strategic objective to support private sector development.

Overall, the Namibia program has made significant progress toward full implementation of the new strategy and continues to attain positive, measurable results in our on-going sectors of engagement. We have, though, had our share of setbacks. Most disappointing has been our inability to reach agreement with the Government of Namibia (GRN) on an HIV-AIDS program. We have nonetheless initiated several program activities and opened negotiations with the GRN on a redesigned program, through which we propose to work with other government institutions, in addition to the Ministry of Health. To date, with many thanks to AFR/SD, our most successful collaboration has been with the Ministry of Basic Education. We are optimistic that the municipal governments and several NGOs with which we have been dealing will also prove to be solid partners. This optimism, together with the urgent need to slow the spread of the disease, compels us to request an increase in the funding levels set forth in the CSP. Once GRN concurrence to the new program is secured, the Mission will forward a revised SO results framework for Washington consideration and approval.

Our private enterprise development program has had a more auspicious start-up. Early disagreements over whether we should develop the GRN or NGO capabilities to deliver services to the private sector dissolved and everything fell into place after a series of meetings with the Minister and other senior level Ministry officials. We now have agreement on a program that will develop entrepreneurial skills, provide technical support to small and medium sized enterprises through NGOs, and help Namibian

businesses better penetrate regional and international markets. Junior Achievement arrives in early April to design and implement a program that will address the entrepreneurial skills development objective. We expect to have a contractor on the ground by late summer 2001 to work toward the latter two objectives.

Progress continues at a strong pace in the more mature elements of our portfolio. We are extremely satisfied with the results achieved in Community Based Natural Resource Management (CBNRM). Despite a virtual collapse of the tourism sector in Caprivi, where four of our most promising conservancies are located, the CBNRM program as a whole continues to flourish and generate new sources of income for our target population. With a total of 14 conservancies established in the short time since 1998, one conservancy in northwest Namibia already self-sustaining, and more than a half million U.S. dollars generated as a result of our support, this program is making a discernable difference in the lives of more than 26,000 Namibians in conservancy areas. An additional 16 conservancies are under development with an expected doubling of benefits by 2004. To achieve sustainability of the national CBNRM program, we are actively strengthening the capabilities of our GRN and NGO partners, and creating new linkages between this program and our private enterprise and democracy programs.

This year marked a transition for USAID's basic education program as a new contractor arrived for the start-up of Basic Education Support II. Through BES I, over 2600 Namibian teachers upgraded their skills and the most disadvantaged schools in the country gained access to better materials. The value of the assistance is evident in the improved test scores being seen in USAID-supported schools. With a firm foundation now in place, we are directing BES II resources towards school-centered efforts to improve education management and quality and to increase community involvement.

Finally, in part as a result of our assistance, the Namibian Parliament has become one of the most respected on the African continent. A functioning committee system has been established, hearings are being held on key legislation, legislators and staff are actively applying newly learned skills in bill analysis, and there is a growing understanding of the role of civil society. While the legislature is not yet an effective check on executive power, we can say that the increasing professionalism of the institution has made members more conscious of their responsibilities and that this, in turn, has fed modest shows of independence. Unfortunately, it is our sense that progression and regression in the political arena are occurring at the same time. Civil society's capacity for interest aggregation, the creation of public forums, and advocacy is limited; and it can be argued that, in many ways, opportunity for such activity is shrinking. Our hope is that our new civil society activity, which focuses on the development of advocacy skills, will, at a minimum, help to preserve political space. More optimistically, we hope to expand political space. To be successful, however, we believe it will be important to deepen our civil society program while doing all that we can to protect past investments made in Parliamentary development. Consequently, USAID, with the Embassy's support, requests \$500,000 of FY 2002 funds from the Democracy and Governance account.

In closing, we would note that our resource request has been developed with serious consideration of program performance, pipeline and country need. The resources requested will enable USAID to help mitigate the development threats posed by HIV/AIDS, stem rising unemployment, protect the environment, consolidate and deepen Namibian democracy, and upgrade the quality of education available to Namibia's children. It will help ensure that the Namibia we leave in 2005 is able to meet the economic and social needs of its citizens in a more effective, equitable, and sustainable manner, and that, politically, Namibia remains an anchor of democratic stability in the Africa of the future.

Sincerely,

Diana Swain
Director

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Glossary

AA	- Affirmative Action
AED	- Academy for Educational Development
ATLAS	- Advanced Training for Leadership and Skills
BES	- Basic Education Support
BSO	- Business Service Organization
CAN	- CBNRM Association of Namibia
CBNRM	- Community-Based Natural Resource Management
COD	- Consolidation of Democracy
DFID	- Department for International Development (British)
GRN	- Government of the Republic of Namibia
GTN	- Global Technology Network
GTZ	- Gesellschaft für Technische Zusammenarbeit
HDN	- Historically Disadvantaged Namibian
IESC	- International Executive Services Corps
IFESH	- International Foundation for Education and Self-Help
IRDNC	- Integrated Rural Development & Nature Conservation
KCR	- Katutura Community Radio
LIFE	- Living in a Finite Environment
MBESC	- Ministry of Basic Education, Sport & Culture
MET	- Ministry of Environment & Tourism
MOHSS	- Ministry of Health and Social Services
NACOBTA	- Namibia Community Based Tourism Association
NAWEGRO	- Namibia Women's Empowerment Group
NCCI	- Namibia Chamber of Commerce and Industry
NDI	- National Democratic Institute
NID	- Namibia Institute for Democracy
NNAWIB	- Namibia National Association of Women in Business
NNF	- Namibian Nature Foundation
NWMN	- Namibian Women's Manifesto Network
ODA	- Overseas Development Authority
OE	- Operating Expenses
OVC	- Orphans and vulnerable children
PEP	- Professional Enhancement Program
RF	- Rossing Foundation
SME	- Small & Medium Enterprises
SIMs	- Structured Instructional Materials
TIDP	- Trade & Investment Development Program
UNAIDS	- United Nations AIDS Program
UNDP	- United Nations Development Program
UNESCO	- United Nations Education Science & Cultural Org.
UNFPA	- United Nations Population Fund
UNICEF	- United Nations Children's Fund
WWF	- World Wildlife Fund

Country Overview and Development Challenges

Namibia, an arid and sparsely populated country, about twice the size of California, is located on Africa's southern Atlantic coast. It has a population of approximately 1.8 million people and boasts a rich diversity of ethnic and cultural groups who speak 12 different major languages. Formerly known as South West Africa, Namibia emerged from a legacy of nearly 100 years of both German colonial rule and administration under a minority-ruled South African government. After more than 20 years of armed struggle, Namibia gained its independence from South Africa in 1990.

The country has a rich resource base of minerals (diamonds, gold, copper, zinc, uranium, lead, and silver), large and well-controlled coastal fishing stocks, and an excellent transportation and infrastructure system. Its rich animal life and spectacular wilderness areas and game parks are regarded as prime tourist attractions. In an increasingly turbulent area of the world, Namibia remains one of the more politically stable countries on the African continent. With its highly favorable business environment, sterling infrastructure of good roads, telecommunications, potable water, and the transport potential of its major port, Walvis Bay, Namibia is uniquely positioned in the region to play a vital role in the economic development of Southern Africa. Moreover, even though Namibia's tacit involvement in Angola's 27 year long conflict has intermittently affected security in northern Namibia, the country's political stability and democratic institutions continue to be models for the sub-Saharan region.

However, Namibia continues to face the stinging legacy of more than 40 years of social and economic Apartheid policies. As is often the case, national income statistics such as Namibia's relatively high per capita GDP figure of \$1400, present a false picture. In 1992, Government of the Republic of Namibia (GRN) statistics estimated that 5% of the population earned more than 70% of national income; the poorest 55% of the population earned only 3%. By October 1999, the Namibian Economic Policy Research Unit reported that the richest one percent of households continued to earn more than the poorest 50 percent of households. Thus, although there has been some improvement in these statistics in the last eight years, progress has been slow and unremarkable. Moreover, the wide disparity between Namibia's global ranking in per capita income (71) and ranking on the UNDP's 1999 Human Development Index (115) demonstrates that Namibia's economic resources do not yet generate adequate human development for the entire population.

Clearly, Namibia since Independence has not been through an easy period economically, both in terms of economic growth and meaningful change to the income equity situation. Namibia's first National Development Plan posited an average economic growth rate in excess of 3%, which proved highly optimistic in the face of declining world market prices for Namibia's leading exports (diamonds, minerals, fish). As a result, growth estimates were lowered significantly in the second Plan; however, even the 2.6% per annum now projected looks optimistic in the light of current measurements that show that real GDP per capita growth from 1990-1998 may have averaged only 0.5%. As Namibia faces its second decade of independence, early optimism regarding the country's ability

to rapidly overcome the legacy of Apartheid is giving way to serious concern that the needs and rising expectations of a substantial portion of the population cannot be met in a timely fashion.

With few of Namibia's primary economic sectors currently generating a significant number of new jobs, a continuing unemployment/underemployment rate of around 60%, and only one-fifth of the 20,000 Namibian school-leavers each year finding jobs, the GRN is vigorously looking for ways to accelerate income growth and the rate of job creation. USAID is a lead partner in this effort, and has, over the last year, refocused its earlier human resource development objective to directly focus on the development of small and medium-enterprises (SMEs). Along these same lines, USAID's Community Based Natural Resource Management (CBNRM) program is viewed as making a pivotal contribution toward empowering rural communities to earn income.

Perhaps above all development challenges for Namibia, however, stands HIV/AIDS. Namibia is one of the five countries in the world most affected by HIV/AIDS. AIDS is the leading cause of death in the country, claiming more lives annually than tuberculosis and malaria combined. The impact on a country like Namibia with a small, highly dispersed population may be even more severe than in neighboring countries with similar prevalence rates. Conservative estimates of the financial costs of the epidemic are staggering. International Monetary Fund (IMF) staff have estimated that real GDP in 2010 is set to be about 20% lower than it would have been without the impact of HIV/AIDS. In 2020, real GDP is set to be about 50% lower. The impact on Namibia's demographic picture is devastating, the social ramifications of the disease are most punitive on the most vulnerable, with the numbers of children orphaned by AIDS-related deaths expected to increase from about 69,000 in 2000 to 118,000 in 2006. Development achievements in a number of areas, including basic education and natural resource management (where USAID support has been highly successful) could be severely compromised unless programs are targeted toward alleviating this situation.

It is in this grim context that USAID recently expanded the scope of its country portfolio in Namibia to include a new special objective on HIV/AIDS prevention and care. While the SpO was approved as a part of Namibia's CSP (2000-2005), USAID/Namibia is currently adjusting that results framework and design to better respond to the increasing spread of the epidemic by covering more areas and beneficiaries. With initial funding in FY 2000 from the Education in Democracy and Development Initiative (EDDI), USAID also modified the program to include a component that would address the education needs of orphans and vulnerable children.

The seriousness of the HIV/AIDS epidemic has also spurred Mission management to better address the disease as it impacts across development sectors. USAID/Namibia is seeking to integrate HIV/AIDS awareness and prevention interventions into each of its programs. Already, USAID assistance is helping the Ministries of Basic and Higher Education better address the epidemic's effects on the education sector. A study tour for Parliamentarians is in the works and ideas for integrating prevention activities into the CBNRM and private enterprise program are being explored.

Linkages to U.S. National Interest and Mission Performance Plan:

The U.S. Government's national interest in Namibia is based principally on the United States' desire to: 1) promote Namibia as an African success story; 2) work toward peace, security, and stability in the region; and 3) seek the country's support for U.S. policy. USAID/Namibia's interventions are closely tied to supporting the USG's national interest and directly related to three of the U.S. Mission Performance Plan (MPP) goals: 1) economic development; 2) democracy; and 3) public diplomacy.

Economic Development: "promote sustainable growth, U.S.-Namibia trade and commerce, human resources development natural resources management, and equal opportunity" (achieved through USAID's programs in small and medium enterprise development (SO #1), basic education (SO 2), natural resources management (SO 3), and HIV/AIDS prevention and care (SpO 1).

Democracy: "support the consolidation of democracy and respect for human rights in Namibia" (achieved through USAID's DG program (SO 4) and the Democracy and Human Rights Fund (DHRF) administered by the Embassy).

Public Diplomacy: "further develop a foundation of trust and mutual respect between the peoples of Namibia and the United States, and promote a free flow of information between the cultures" (achieved through all SOs).

Inter-agency cooperation in Namibia is strong and has been particularly productive over the past year. Linkages with the Defense Department resulted in the construction of a community center in Walvis Bay that will serve, inter alia, as a badly-needed facility for HIV/AIDS counselors. There is increased cooperation and consultation between USAID and State Department in the area of democracy and governance, more recently culminating in the joint submission of a Economic Support Fund (ESF) proposal for increased civil society development in Namibia that will tie in closely with USAID's ongoing program. USAID also continues to benefit from a close relationship with Peace Corps, particularly with respect to continuing synergies in the basic education and newly-emerging synergies in HIV/AIDS.

Achievements

USAID remains the second largest bilateral donor in Namibia, after Germany. Despite its relatively modest size, USAID's program is visible, strategic, and results-oriented. Tangible results have been achieved in each of USAID's development sectors, but most particularly in the more mature SOs.

There perhaps have been no more impressive results attained in Namibia than those reached under SO 3. USAID's leadership in promoting income-generating activities through CBNRM in Namibia's fragile, drought-prone environment is frequently and deservedly cited as a model and development success. An extensive legal and policy framework for CBNRM is in place; 14 nature conservancies representing more than

26,000 individuals in the communal areas have been formally established; and over \$550,000 of income has been generated for these communities. It is significant to note that this program is exceeding expectations even in light of the decreased tourism in 2000 due to spillover of the Angola conflict into parts of northern Namibia.

USAID assistance to the Parliament through a legislative strengthening program and to NGOs has resulted in greater public debate and citizen input on pending legislation. In 1995, before USAID's program started, there was no formal public comment on legislation. Presently, Parliament's committees, as a matter of course, hold public hearings and solicit public response to the major issues and legislation affecting the country. In this regard, it is also significant that in 2000 the National Council rejected controversial land reform legislation (Communal Land Bill) after it had been referred to that body for review. The Communal Land Bill was subsequently remanded to the National Assembly with amendments to the legislative document. This was the first time the Council had exercised forcefully its legislative review mandate. Currently, a joint committee composed of Members of both houses is reviewing the proposed amendments for consideration. This rejection of the Bill by the National Council is one indication of an increased maturity on the part of the Council's parliamentary committees. It also demonstrates an increased understanding by the National Council of its role as the House of Review and underlines the importance of its contributions to Bills with important regional impact.

Finally, cooperation with the Government of the Republic of Namibia (GRN) in basic education reform has contributed not only to the upgrading of teaching skills and improved curriculum design, but is showing positive impact on student and school performance in Grades 1-4. Research indicates that students in USAID-supported schools demonstrate advanced learning levels compared to those not yet included in the program.

Future and Prospects for Progress

The USAID program, until its planned completion in 2005, will continue to support USAID's goal of strengthening Namibia through the economic, social, and political empowerment of its black and mixed race population. USAID will increasingly focus on addressing the two most vexing development challenges in Namibia -- the HIV/AIDS epidemic and unemployment.

In light of the accelerating nature of the HIV/AIDS epidemic, and the unfortunate tragic consequences it will have on some of the country's development gains there are some signs of greater political commitment to better address and mitigate the disease's effects. To respond on a multi-sector basis to HIV/AIDS and to integrate prevention and care assistance wherever possible in USAID's program, the Mission is seeking to work with the National Planning Commission, the Ministry of Health and Social Services, the education ministries, as well as with regional and municipal authorities. There are also pockets of excellence and success in terms of Namibian NGOs fighting the disease, and USAID's SpO hopes to be able to build on and extend the impact of these activities, e.g.

programs run by Catholic AIDS Action, AIDS Care Trust, Legal Assistance Centre, and the Chamber of Mines.

With respect to private sector development, USAID's program is designed to catalyze growth of the SME sector, thereby creating new jobs and sources of income for historically disadvantaged Namibians. With increased attention to improving the quality and outreach of business services, improving access to business information and new markets, identifying opportunities for Namibian added-value activities, as well as introducing competitiveness concepts and approaches that have succeeded in other parts of the world, USAID/Namibia is optimistic about the prospects for realizing lasting results through this new program by 2005.

USAID's efforts in democracy and governance have been highly focused on development of the legislature and its corresponding relationship to civil society. While Parliamentary structures and procedures have evolved considerably since 1995 when USAID began assistance, there have not been equivalent gains in the ability of civil society to effectively engage the GRN on the most visible issues of the day. Consequently, USAID is increasing its efforts on the civil society Intermediate Result (IR 4.3) of SO 4, through a new activity that will support the institutional development of indigenous NGOs to engage in civic advocacy activities. Funding to this sector was to have ended in FY 2001. However, given recent assessments that Namibia's democratic culture is not as firmly rooted as once believed, USAID/Namibia will continue to seek out sources of democracy funding through 2003.

USAID will also increasingly seek to encourage linkages between its private sector SO and SO 3 (CBNRM). While the program has been remarkably successful in leveraging other donor funding (\$6.5 million), the ultimate viability of Namibia's CBNRM program will be dependent on its ability to attract increased private sector investment, as well as build thriving community enterprises. Additional linkages will be formed between SO 3 and SO 4 (DG), with a focus on building the advocacy skills of emerging NGOs important to the CBNRM program.

Finally, USAID anticipates that the final phase of the Basic Education Support (BES II) activity will maximize the achievements of the first phase (materials development, teachers trained), and realize significant improvements in the quality of education at the school-level in Namibia's most disadvantaged areas. This phase that focuses on better management and resource allocation methods, and greater parent and community involvement, will take time to take a firm hold and to overcome a generally slow start. Nevertheless, the transition from BES I to BES II has now been fully made, a foundation established, and the program is better targeted on the education Ministries' key reform priorities and needs.

SO Text for SO: 673-001 Economic empowerment of historically disadvantaged Namibians through accelerated private sector growth

Country/Organization: USAID Namibia

Objective ID: 673-001

Objective Name: Economic empowerment of historically disadvantaged Namibians through accelerated private sector growth

Self Assessment: Meeting Expectations

¹

Primary Links to Agency Strategic Framework:

60% 1.1 Critical private markets expanded and strengthened
 0% 1.2 More rapid and enhanced agricultural development and food security encouraged
 40% 1.3 Access to economic opportunity for the rural and urban poor expanded and made more equitable
 0% 2.1 Rule of law and respect for human rights of women as well as men strengthened
 0% 2.2 Credible and competitive political processes encouraged
 0% 2.3 The development of politically active civil society promoted
 0% 2.4 More transparent and accountable government institutions encouraged
 0% 3.1 Access to quality basic education for under-served populations, especially for girls and women, expanded
 0% 3.2 The contribution of host-country institutions of higher education to sustainable development increased
 0% 4.1 Unintended and mistimed pregnancies reduced
 0% 4.2 Infant and child health and nutrition improved and infant and child mortality reduced
 0% 4.3 Deaths, nutrition insecurity, and adverse health outcomes to women as a result of pregnancy and childbirth reduced
 0% 4.4 HIV transmission and the impact of the HIV/AIDS pandemic in developing countries reduced
 0% 4.5 The threat of infectious diseases of major public health importance reduced
 0% 5.1 Threat of global climate change reduced
 0% 5.2 Biological diversity conserved
 0% 5.3 Sustainable urbanization including pollution management promoted
 0% 5.4 Use of environmentally sound energy services increased
 0% 5.5 Sustainable management of natural resources increased
 0% 6.1 Urgent needs in times of crisis met
 0% 6.2 Personal security and basic institutions to meet critical intermediate needs and protect human rights re-established

Link to U.S. National Interests: Economic Prosperity

Primary Link to MPP Goals: Economic Development

Secondary Link to MPP Goals (optional): Open Markets

Summary of the SO:

As Namibia faces its second decade of independence, early optimism regarding the country's ability to rapidly overcome the legacy of apartheid is giving way to serious concern that the needs and rising expectations of a substantial portion of the population cannot be met in a timely fashion.

¹ Implementation of activities under new strategy started in late FY 2000.

With few of Namibia's primary economic sectors generating a significant number of new jobs, a continuing unemployment and underemployment rate of around 60 percent, and only one-fifth of the 20,000 Namibian school-leavers each year finding jobs, the Government of Namibia (GRN) is vigorously looking for ways to accelerate income growth and job creation. This is not only an economic issue; it is a political concern as well.

USAID shares the government's assessment that broad and accelerated development of small and medium-scale enterprise development offers the best hope for improving incomes and job prospects for Historically Disadvantaged Namibians (HDNs). Subsequently, USAID has, over the last year, refocused its earlier human resource development objective to incorporate a much more direct focus on fostering private sector development – particularly small and medium-scale enterprises (SMEs).

The refocused Strategic Objective is the "economic empowerment of historically disadvantaged Namibians through accelerated private sector growth" and will support economic growth and employment by addressing the need for improved managerial, entrepreneurial, and technical skills, strengthening business support services, and helping Namibian businesses to penetrate new markets in this region and internationally.

Key Results:

By the end of FY 2000, under the originally constituted human resource development SO, over 1400 Namibians, across all sectors, had received USAID-funded managerial and technical training in the U.S., regionally (mainly in South Africa) and in-country. Most of the training was provided to clusters of trainees from mainly three fields:

- a) Competency-based organizational development training for human resources managers of different private sector companies. More than 40 human resources practitioners across private and public sector organizations were trained and this led to a number of specific innovations being adopted in different institutions: the adoption in several private firms of new personnel assessment and recruitment tools to counter racial and gender bias and a Public Service Commission directives to introduce tools and methods to maximize hiring and promotion of people from formerly disadvantaged groups.
- b) Technical skills upgrading opportunities were provided to trainees from the public, private and NGO sectors. The bulk of the U.S. and third country training was aimed at increasing the skills levels of HDNs already employed and, in that way, strengthening their chances of moving into positions of higher responsibility. By the end of FY 2000, 51 Namibians had completed master's-level training in the United States. However, towards the second part of FY 2000, USAID phased out the human capacity development activities and started to implement business development activities, as part of the transition to a new strategic focus.
- c) Business management skills training was conducted for 27 entrepreneurs at two different locations. In addition, several activities aimed at establishing linkages between Namibian entrepreneurs and their counterparts in the SADC region and elsewhere were conducted, involving additional 22 business people. As a result, several deals were concluded, including the establishment of a battery plant in Namibia as a joint venture

between a Namibian and a South African partner, and the development of two business proposals for a joint venture to create dry port facilities along the trans-Kalahari highway, which are being negotiated between Namibian and Malaysian companies. These initiatives were implemented as pilot projects from which USAID and the implementing local partners learned about the needs of the Small and Medium Enterprise (SME) sector, in the process of developing a program that would address those identified needs.

Performance and Prospects:

USAID started implementation of two new activities over this past year. The first, a ten-month activity which formed a bridge to the larger program is directed toward strengthening the capacity of Namibian business service organizations (BSOs) to be able to better address the needs of Small and Medium Enterprises (SMEs) and the second activity, a longer-term effort focuses on the facilitation of trade linkages between Namibian and U.S. companies for the establishment of joint ventures and transfer of appropriate technologies.

Perhaps more importantly, USAID recently finalized a detailed plan for a comprehensive three-tier SME competitiveness enhancement program, which will begin implementation in the third-quarter of FY 2001. This program will have a component that will strengthen the free market-knowledge and entrepreneurial skills among Namibian youth; another component that will provide hands-on training and technical assistance to SMEs and, in the process strengthen business service organizations; and a third component that will focus on enhancing the competitiveness of Namibian businesses to successfully compete in the region and globally

Possible Adjustments to Plans:

None contemplated at this time

Other Donor Programs:

While USAID's new SME support program will be the largest donor effort in Namibia, Germany has helped establish the Small Business Credit Guarantee Fund and enlisted commercial banks in credit extension and collaboration with non-financial service providers. The European Union, as part of its Trade and Investment Development Program, has also provided funding to underwrite this nascent credit guarantee scheme. Other, bilateral donors have provided small-scale assistance to the micro-enterprise sector, primarily through training and direct assistance, generally at the level of community organizations and sectoral NGOs. Austrian, UK, and Italian-funded activities have assisted micro-enterprises through locally or regionally-based NGO service providers, including micro-credit activities.

The United Nations Development Program funded the Namibian Enterprise Fund, which started operation in 2000, and Ford Foundation has provided funds to NCCI to establish an affirmative action advisory service.

Major Contractors and Grantees:

The Institute for International Education implemented the bulk of SO1 training until April 2000. The International Executive Service Corps (IESC) was given a grant and started business service organization (BSO) strengthening activities in September 2000. IESC is also the implementing agency for the U.S. Global Technology Network, a USAID/Washington-managed central matching mechanism to which USAID Namibia has a buy-in. Local partners include the Namibian Government, NCCI, private sector companies, and several NGOs, including the Indigenous People's Business Council (IPBC) and IMLT. In FY2001, USAID will competitively select a prime implementing contractor that will be responsible for achieving the results set out under the new SME competitiveness enhancement strategy. This organization will work in conjunction with local Namibian business services organizations. USAID also is planning a FY 2001 grant award to Junior Achievement.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Economic empowerment of historically disadvantaged Namibians through accelerated private sector growth

Objective ID: 673-001

Approved: Country/Organization: USAID Namibia

Result Name: Economic empowerment of historically disadvantaged Namibians through accelerated private sector growth

Indicator: Targets organizations internally producing enhanced roles for HDNs

Disaggregated By: N/A

Unit of Measure: Number of organizations providing opportunities for HDNs

Year	Planned	Actual
1997	11	13
1998	19	23
1999	32	24
2000	72	26
2001	NA**	NA
2002	NA	NA

Source:

READ, PTMS, M&E

Indicator/Description:

Number of organizations recruiting HDNs, including HDNs in selection committees, and providing career development and training opportunities for HDNs. (Cumulative)

Comments:

With strategy revision, previous public sector and NGO targets were sharply reduced in FY 99, and private sector training was reoriented to SME needs, impacts no longer following the logic of the previous PMP. *See new performance monitoring plan and illustrative targets. It should be noted that USAID's primary target group under the revised strategy are SMEs primarily owned by HDNs, for whom internal opportunities are constrained by the rate of business growth rather management practices. ** Revised, per new strategy. No data will be reported under this indicator as of FY2001.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Economic empowerment of historically disadvantaged Namibians through accelerated private sector growth

Objective ID: 673-001

Approved: 2000-03-31

Country/Organization: USAID Namibia

Result Name: Economic empowerment of historically disadvantaged Namibians through accelerated private sector growth

Indicator: Growth of USAID-assisted firms (30% to women-owned)

Disaggregated By: Gender of SME owners/managers & by region

Unit of Measure: Total number of SMEs -cumulative (total # of women-owned SMEs)

Year	Planned	Actual
2000	NA	NA
2001	5	NA
2002	10	NA
2003	20	NA
2004	45	NA
2005	75	NA

Source:

BSO service statistics and SO-sponsored SME survey responses

Indicator/Description:

Growth in terms of enterprise size, number of new jobs created by SMEs that were assisted through USAID-support.
(Specific criteria TBD)

Comments:

Although implementation begins in FY 2001, numerically significant impacts of interventions (growth, measured in increased revenue, employment, etc.) can only be anticipated, at the earliest, in 2002. At the highest (SO) level, some one-eighth of the total projected assisted firms (± 600) will be expected, after counting business failures, to demonstrate significant growth by the end of the strategy. A large number, some one-sixth, will be expected to demonstrate a reinforced management capacity, as measured by survey of assisted firms.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Economic empowerment of historically disadvantaged Namibians through accelerated private sector growth

Objective ID: 673-001

Approved: 3/31/2000

Country/Organization: USAID Namibia

Result Name: IR 1.2 Sustainable local capacity to deliver quality business support services for SMEs

Indicator: Number of SME firms provided with in-house consultation and mentoring services

Disaggregated By: Gender & region

Unit of Measure: Number of firms provided with service (total # of women-owned firms). Cumulative.

Year	Planned	Actual
2000	NA	NA
2001	30	NA
2002	90	NA
2003	240	NA
2004	400	NA
2005	600	NA

Source:

USAID-supported BSO records

Indicator/Description:

Indicator looks at spread of service delivery as a measure of BSO capacity.

Comments:

The end-of-strategy target (600 firms) is an ambitious one. This target will be revised during FY 2001 once the contractor is on the ground. It should be noted that this figure includes firms that will have varying levels of intensity in services provided. The target for women-owned or operated firms is 30%.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Economic empowerment of historically disadvantaged Namibians through accelerated private sector growth

Objective ID: 673-001

Approved: 3/31/2000 Country/Organization: USAID Namibia

Result Name: IR 1.3 New business linkages and markets formed

Indicator: Number of export-oriented offshore direct investment and joint ventures

Disaggregated By: Types of partnerships and by regions (domestic, regional & international)

Unit of Measure: Number of joint ventures, direct investments and capital partnerships. (annual)

Year	Planned	Actual
2000	NA	NA
2001	1	NA
2002	2	NA
2003	4	NA
2004	7	NA
2005	10	NA

Source:

USAID/GTN records on contracts and activities by Namibian firms

Indicator/Description:

Number of direct investments and joint ventures and their values from assisted Namibian firms

Comments:

Criteria are to be established regarding formalization of partnership arrangements, registration, and initiation of operations, etc. An attempt is made here to reflect capital investments beyond sales representation or licensing/commissions-based operations, although these will also be tracked.

SO Text for SO: 673-002 Improved delivery of quality primary education to Namibian learners in grades 1-4 in the most disadvantaged schools

Country/Organization: USAID Namibia

Objective ID: 673-002

Objective Name: Improved delivery of quality primary education to Namibian learners in grades 1-4 in the most disadvantaged schools

Self Assessment: Meeting Expectations

Primary Links to Agency Strategic Framework: **(Please Assign Percentages, Total Equals 100):**

0% 1.1 Critical private markets expanded and strengthened
 0% 1.2 More rapid and enhanced agricultural development and food security encouraged
 0% 1.3 Access to economic opportunity for the rural and urban poor expanded and made more equitable
 0% 2.1 Rule of law and respect for human rights of women as well as men strengthened
 0% 2.2 Credible and competitive political processes encouraged
 0% 2.3 The development of politically active civil society promoted
 0% 2.4 More transparent and accountable government institutions encouraged
 95% 3.1 Access to quality basic education for under-served populations, especially for girls and women, expanded
 0% 3.2 The contribution of host-country institutions of higher education to sustainable development increased
 0% 4.1 Unintended and mistimed pregnancies reduced
 0% 4.2 Infant and child health and nutrition improved and infant and child mortality reduced
 0% 4.3 Deaths, nutrition insecurity, and adverse health outcomes to women as a result of pregnancy and childbirth reduced
 5% 4.4 HIV transmission and the impact of the HIV/AIDS pandemic in developing countries reduced
 0% 4.5 The threat of infectious diseases of major public health importance reduced
 0% 5.1 Threat of global climate change reduced
 0% 5.2 Biological diversity conserved
 0% 5.3 Sustainable urbanization including pollution management promoted
 0% 5.4 Use of environmentally sound energy services increased
 0% 5.5 Sustainable management of natural resources increased
 0% 6.1 Urgent needs in times of crisis met
 0% 6.2 Personal security and basic institutions to meet critical intermediate needs and protect human rights re-established

Link to U.S. National Interests: Economic Prosperity

Primary Link to MPP Goals: Economic Development

Secondary Link to MPP Goals (optional): No Secondary Linkage

(Page limitations for narrative begin here):

Summary of the SO:

The education system inherited by the Government of the Republic of Namibia (GRN) at independence in 1990 was fragmented along racial and ethnic lines, with vast disparities in the allocation of resources. Since Independence, the GRN has given high priority to the reform and restructuring of the entire educational system. USAID has been assisting the GRN's educational reform initiatives at the most neglected level and most critical

Lower Primary level. Assistance initially focussed on strengthening the Ministry of Basic Education, Sport and Culture (MBESC) through support for curriculum development and assessment of students in the Lower Primary level, while improving student outcomes in the most disadvantaged schools of the country. More recently, USAID has shifted the focus of its attention to improving the quality of the leadership, management and teaching methodologies at school, district and regional level, which is in line with the GRN's decentralization plan empowering local communities to become actively involved in their children's education. USAID assistance in Namibia also supports the professional development of teachers, higher degree programs for Ministry officials involved in policy development, research, management and administration, as well as desperately needed support for the management and prevention of the HIV/AIDS pandemic.

Key Results:

Major achievements over the past year include: (1) Over half of the country's unqualified teachers trained in the use of new instructional and assessment materials, produced in five of Namibia's indigenous African languages available in grades 1-4 in over 500 disadvantaged schools. (2) Student achievement showing substantial improvement as the result of these materials and new teaching strategies, e.g. results show that on average schools with Structured Instructional Materials (SIMs) intervention perform better in Math and Environmental Studies than schools without SIMs; (3) New IT soon to be in place to deliver distance education for teacher certification and professional development; (4) Increased capacity of parents and others at community level to engage Ministry officials in the management and improvement of their schools; (5) Increased skills at the teacher's colleges to deliver improved teacher training; (6) Increased ability of MBESC to collect, analyze and disseminate information to educational institutions and other stakeholders through web sites, as well as to map schools for planning and policy development; (7) More effective implementation of MBESC policies through increased Monitoring and Evaluation capacity; (8) Completion of a comprehensive MBESC Five Year Strategic Plan which addresses the recommendations in the President's Commission on Education and Training; and (9) Significant progress on action plans which address the management and mitigation of HIV/AIDS in the Namibian education sector.

Performance and Prospects:

Performance over the past year has met expectations set at the end of 1999 with the completion of our five year Basic Education Support Phase I (BES I). Current results indicate substantial progress in this first year of our new five-year BES II phase. At the national level, USAID continues to support the GRN in education policy planning and implementation. As a result, there is a MBESC Five Year Strategic Plan for 2001-2006 which will provide the framework for meeting the MBESC's goals of efficiency, access, quality and democracy in the education of all Namibian children. In addition, there are new materials in place guiding the implementation of new MBESC policy, including new professional development modules for education managers throughout the system and new continuous assessment materials for all primary grades. In 2000 additional research and statistics training programs were offered by USAID for Ministry officials involved in education leadership, planning and research. A series of USAID-funded dissemination

seminars were conducted countrywide to discuss MBESC data and implications for new policies. With USAID support, a nationwide monitoring and evaluation system for tracking results at the primary school level was established in the MBESC in 1997, and the newly developed monitoring and evaluation unit in the MBESC continues to expand its services to provide the necessary data to planners and policy developers not only at the National level but now to the regions and local authorities. Several MBESC officials presented their research findings and analyses of the MBESC's Reform for the first time at the Southern African Education Conference. USAID supported the further development and first publication of the new Namibia Education Research Association (NERA) which promotes Namibian education research for the improvement of Namibia's education system .

At the local level, USAID is supporting the improvement of quality in disadvantaged lower primary schools in four of the seven education regions, serving more than one-half of the lower primary school learners in the northern regions and 40% of the most disadvantaged student population in Namibia. Activities in 1999-2000 focused on the classroom and school as the unit of positive change by further assisting teachers in the delivery of improved curricula and teaching strategies, improvement of school leadership, and strengthened community involvement in the improvement process. USAID through its partnership with Peace Corps has also assisted unqualified teachers in becoming certified primary school teachers.

Another significant development during the year was the establishment of Task Forces in both education Ministries to address the AIDS pandemic which has already had devastating effects in Namibia's education sector. At the Government's request, USAID provided technical assistance to help address the impact of AIDS throughout the system. A highly praised week-long strategic planning conference, which included the participation of the Minister of Basic Education, Sport, and Culture, the Deputy Minister of Higher Education, and their senior staffs, was sponsored by USAID in March 2001. During the coming year USAID will support workshops to highlight the problem nationally and assist the Ministries in the implementation of their strategic plan.

As part of USAID's effort to sustain reforms in primary education, the Professional Enhancement Program (PEP) element of SO 2 targets 32 MBESC officials who are involved in the areas of curriculum development, assessment, policy planning and research to pursue graduate studies in the economics of education, school mapping and data collection. The bulk of the study is done in-country and the MBESC allows these officials to pursue their degrees while on- the-job. Three participants have already completed their graduate degrees while others have had their research papers approved, and will be completing their Masters and PhDs in 2001-2002. Students completing workshops and conducting research have achieved excellent progress over the year, and their MBESC supervisors have indicated substantial improvement in job performance as a result of their new skills and research experience.

Possible Adjustments to Plans:

USAID will continue to support the GRN's education reform program, with focus on improving the quality of education by supporting management reforms and professional development at the national, regional and school levels; better teaching and learning; and more involvement of communities in the development and improvement of their schools. School improvement will continue to be measured to assess program impact and to determine whether to expand training models and materials to a national level. USAID's assistance plan for the remaining four years will also include support to the Ministries' HIV/AIDS strategies, continued assistance for national policies for improved efficiency and management at all levels and some support for the decentralization processes, which will devolve more authority and responsibility to the regions.

Other Donor Programs:

USAID continues to be the primary donor providing the majority of assistance at the lower primary level. Other donors supporting the GRN in complementary areas include several UN agencies, the United Kingdom, Finland, Norway, Denmark, Sweden, the Netherlands, and the European Union.

Major Contractors and Grantees:

Activities are presently being implemented under a five year performance-based contract that was awarded in late 1999 to the Academy for Educational Development (AED); an AED contract for the Learn Link Project (distance learning/teaching training) and a sub-contract with a Namibian NGO, School Net; a Cooperative Agreement with the University of Montana with Harvard University, the University of Western Cape and University of Namibia for the PEP program; a Grant to the International Foundation for Education and Self-Help (IFESH) Teacher's for Africa Program; and a Grant to the Rossing Foundation, a Namibian NGO.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Improved delivery of quality primary education to Namibian learners in grades 1-4 in the most disadvantaged schools

Objective ID: 673-002

Approved: 09-29-1998

Country/Organization: USAID Namibia

Result Name: IR 2.1 Improved quality of primary school teachers in the target and selected classrooms

Indicator: Teacher training modules operationalized and implemented

Disaggregated By: Activity

Unit of Measure: Teacher training modules

Year	Planned	Actual
1995	MPU strategic development plan prepared#	MPU plan approved
1996	MPU fully operational	MPU fully operational
1997	Grade 1 materials produced/distributed#	Grade 1 materials produced/distributed in 120 disadvantaged schools
1998	Grade 2 materials produced/distributed#	Grade 2 materials produced/distributed
1999	Grade 3 materials produced/distributed	Grade 3 materials produced/distributed
2000	MPU materials produced/distributed for grades 1-4 in 5 local languages#	Produced and distributed
2001	NA	NA

Source:

Teachers Basic Competency Manual (including modules) translated into 5 local languages, and distributed to regional offices, pre- and in-service teacher trainers trained in use of TBCM.

Indicator/Description:

Teachers Basic Competency Manual (including modules) translated into 5 local languages and distributed to regional offices, pre- and in-service teacher trainers trained in use of TBCM, and classroom teachers in targeted classrooms and selected classrooms in 7 regions trained.

Comments:

Improved institutional capacity of MBESC at a National level is further evident in the following achievements: MBESC and Higher Education Ministry undertook an extensive sector wide assessment through "The President's Commission on Education, Training and Culture"; MBESC has begun the development of Namibia's NDP2 Education Sector; MBESC is effectively managing the Education Sector Donor's Coordination Committee; MBESC has approved and implemented a new continuous assessment policy for all lower primary schools; NIED has completed a new Ten Professional Development Plan for ministry-wide professional development; NIED has developed greater capacity to manage and oversee materials production and distribution; NIED has strengthened its in-house capacity to develop and translate syllabi; NIED has developed the capacity to take the lead in the management of the Instructional Skills Certificate, with the Rossing Foundation providing assistance. Table Notes: 1** Institutional support: Policy for MPU production was finalized and adopted by NIED management. Training of MPU personnel is on-going. Draft of in-house skills development program for NIED is completed. Participation in the Lower Primary Reform Task Force and materials subcommittee, NIED Continuous Assessment working group, and NIED Technology and Training Committee completed. 2** Continuous assessment policy (national) is under development. NIED is at the point where it has in-house capacity to develop and maintain syllabi through internal committees (Indicator 2 for IR 2.1). # Note: See R4 for full details of planned and actual results.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Improved delivery of quality primary education to Namibian learners in grades 1-4 in the most disadvantaged schools

Objective ID: 673-002

Approved: 1998

Country/Organization: USAID Namibia

Result Name: Improved delivery of quality primary education to Namibian learners in grades 1 - 4 in the most disadvantaged schools

Indicator: Institutional capacity at the national level (MBESC) to develop and manage instructional inputs and services

Disaggregated By: Activity

Unit of Measure: Progress towards institutionalization of above systems and approaches

Year	Planned	Actual
1995	TBCM developed	TBCM developed
1996	TBCM translated, produced and distributed	English-version of TBCM was produced and distributed. TBCM accepted for the ISC(1**)
1997	ISC Guidelines developed and adopted, 540 Teachers trained	ISC developed and launched, 223 teachers enrolled in 1st phase natl ISC program
1998	540 teachers trained, ISC program maintained	504 teachers trained, ISC program maintained
2000	750 trained teachers from the new pool of trainers. ISC program maintained at national level	270 teachers completed ISC program
2001	Activity completed	

Source:

Indicator/Description:

a) Creation and operation of Materials Production Unit (MPU); b) Development of Continuous Assessment System; c) Development and use of systematically designed, Structured Instructional Materials (SIMs).

Comments:

The TBCMs were initially developed through USAID technical assistance for Peace Corps volunteers to use in remote rural schools. The modules explain complicated concepts and actions in simple terms and have been translated into local languages for use in target schools. The effectiveness in early trials has led to their adoption as the core for the National Instructional Skills Certificate (ISC). The ISC is a linking certificate to the existing BETD, which is the qualifying academic requirement for teaching in Namibia. This program and the TBCMs enable teachers with limited educational qualifications to build on their skills and eventually become fully qualified teachers. The challenge for 1999 was to shift management of the program from the Rossing Foundatoin to NIED. Successful conclusion of the pilot phase of the ISC management has resulted in Rossing Foundation taking the lead in the implementation of the ISC under the guidance/supervision of NIED. While PCVs still play the key role in actual face-to-face teacher contact, the management of the program has successfully shifted to the Ministry through NIED. PCVs supported more than 250 teachers to improve their qualifications and skills using the ISC and other teacher training modules (UNAM, NAMCOL, BETD In-Service, and other South African Courses). An MBESC survey conducted in 1998 of teachers using various in-service and distance learning teacher training modules found that under- and unqualified teachers rate the ISC modules as the best. Based on this result the MBESC is looking at ways of incorporating the ISC precepts into the MBESC's BETD program for qualification of all primary school teachers. Table Notes: 1** Translations in three languages begun (10 modules x 100 teachers in tryout): draft translations in Rukgiciriku and Rukwangali available; draft versions in Oshikwanyama and Oshindonga sent to the North for tryout by PCVs, teachers, principals; 2** By optimizing on synergies with S.O. #1 the Institutional strength of Rossing Foundation has been strengthened to ensure greater sustainability. Note: See R4 for details of planned and actual results.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Improved delivery of quality primary education to Namibian learners in grades 1-4 in the most disadvantaged schools

Objective ID: 673-002

Approved: Country/Organization: USAID Namibia

Result Name: IR 2.2 New, improved lower primary curriculum developed

Indicator: Number of trained Namibians acquiring skills to sustain and manage instructional improvement activities

Disaggregated By: None

Unit of Measure: Cumulative number

Year	Planned	Actual
2002	18 Officials will complete.	Activity completed
1996	NA	Discussions underway, training need assessment conducted
1997	PEP program designed	PEP program designed
1998	Establish ties among the cooperating institutions for PEP inst. base	Formal ties established
1999	4 PAD planners and 10 MBEC officials complete w/shops	4 MBEC officials finish HIID course, 6 attend intl. conferences
2000	12 PAD planners complete HIID w/shops, 19 MBEC officials attend w/shop	Target met. 5 completed MA studies.
2001	8 Officials to complete studies	NA

Source:

Contractor Quarterly reports

Indicator/Description:

Selected Namibians receive advanced training in skills and areas of expertise in MBESC's Directorates of Planning and Development, NIED, Educational Program Implementation, National Examinations and Assessment, and the regional offices.

Comments:

The professional enhancement program component is an innovative in-service distant advanced degree program, supported by targeted professional training and focused program research on the Namibian. PEP sustains essential research inputs into the MBESC's reform agenda. The strength of the PEP program is the linkage of the University of Namibia with South African and US universities to ensure the long-term sustainability of advanced degree education training in Namibia. A major challenge to PEP, and the MBESC in particular, is to manage the workload of the participant to accommodate the required study times, while at the same time trying to sustain the reform agenda. Table Notes: 1** The program provides for Masters-level training as well as enhancement experiences for key personnel in the reform. (n=34). Two key Namibian officials (the Permanent Secretary and Director of Planning and Development) sent for the HIID Budget and Policy Analysis and Planning Workshops respectively. 2** 34 candidates were selected by MBESC; their training objective were established to match MBESC needs. Training plans have been developed which will result in the ultimate achievement of 29 MA degrees and 5 PhD's. Of the 29 MA candidates, 1 lost to death in CY2000.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Improved delivery of quality primary education to Namibian learners in grades 1-4 in the most disadvantaged schools

Objective ID: 673-002

Approved: 1995

Country/Organization: USAID Namibia

Result Name: IR 2.3 New monitoring and evaluation (M&E) system in place and operational

Indicator: An effective M&E system to monitor the lower primary reform, established and operational

Disaggregated By: None

Unit of Measure: Developed M&E system

Year	Planned	Actual
2001	Activity completed	
1995	NA	M&E plan presented, accepted
1996	M&E RTA recruited, unit staffed	Corp. planning staffed, director appointed, RTA recruited
1997	Staff trained in planning, research. Presentations developed.	Course for 25 staff completed, data analysis completed.
1998	Analytic reports published, reviewed. Data processed	Education stats & certificate program eval. compiled, distributed.
1999	Analytic reports published, reviewed. Data processed	Six studies produced
2000	Analytic reports published, reviewed. Data processed	School census completed. SACMEQ data collection completed

Source:

Indicator/Description:

A M&E system--comprising an authorized unit with budget, personnel and mandate--collects data, regularly produces and disseminates descriptive statistical and analytic reports on status of system, school, teacher and student performance to monitor the lower primary reform.

Comments:

The importance of effective Monitoring and Evaluation to support the implementation of the reform is increasingly recognized by the MBESC. The M&E Grant through the Rossing Foundation produced the second in a series of monographs; "Exploring the Complexities of Education." The MBESC and Planning Unit have increased capacity to collect data and manage the analysis of the data for policy dialogue and better MBESC planning.

Performance Data Table

Fiscal Year: 2003

Objective Name: Improved delivery of quality primary education to Namibian learners in grades 1-4 in the most disadvantaged schools

Objective ID: 673-002

Approved: 09-29-1998

Country/Organization: USAID Namibia

Result Name: 2.4

Indicator: Number of Principals, Inspectors, Advisory Teachers, Parents involved in professional development for School Improvement Planning

Disaggregated By: None

Unit of Measure: Number of persons

Year	Planned	Actual
2000	200 individuals participate	385
2001	600 individuals	NA
2002	900 individuals	NA

Source:

Contractor reports

Indicator/Description:

Better trained principals, inspectors, advisory teachers and parents will lead to better managed and improved schools.

Comments:

The overall goal of this indicator is to strengthen the systems which deliver quality education to lower primary students by: improving classroom teaching in a curriculum focussed on pupil learning and with continuous measurement of student progress;

Targets for indicators of success of the project include:

1. effective teaching practices will be developed and measurably increased in schools in the targeted northern regions:

A new MBESC site based training & follow-up plan will be implemented in an increasing number of schools in the four northern education regions;

teaching standards and competencies for Lower Primary Instruction will be established, and competent teaching practices will be demonstrated in an increasing number of schools in selected Northern regions; and

2. Appropriate Lower Primary learner centered curricula will be effectively utilized in schools in the targeted Northern regions:

in collaboration with MBESC and other development partners, successful Lower Primary teaching approaches will be effectively used in an increasing number of schools in selected Northern regions; and

through continuous interaction with school support teams, parents will increasingly demonstrate an understanding and support of effective utilization of the learner centered curricula.

3. School based pupil assessment guidelines and tools will be developed and utilized in schools in the targeted Northern regions:

based on MBESC's new national continuous assessment policy, continuous assessment applications will be developed and tested in selected schools and circuits;

key personnel (teachers, dept. heads, principals, circuit inspectors & advisory teachers) will demonstrate skills to use continuous assessment tools; and

continuous assessment tools will be used on a regular basis in an increasing number of schools in selected regions.

SO Text for SO: 673-003 Increased benefits received by Historically Disadvantaged Namibians from sustainable local management of natural resources

Country/Organization: USAID Namibia

Objective ID: 673-003

Objective Name: Increased benefits received by Historically Disadvantaged Namibians from sustainable local management of natural resources

Self Assessment: Exceeding Expectations

Primary Links to Agency Strategic Framework: **(Please Assign Percentages, Total Equals 100):**

0% 1.1 Critical private markets expanded and strengthened
 0% 1.2 More rapid and enhanced agricultural development and food security encouraged
 30% 1.3 Access to economic opportunity for the rural and urban poor expanded and made more equitable
 0% 2.1 Rule of law and respect for human rights of women as well as men strengthened
 0% 2.2 Credible and competitive political processes encouraged
 0% 2.3 The development of politically active civil society promoted
 0% 2.4 More transparent and accountable government institutions encouraged
 0% 3.1 Access to quality basic education for under-served populations, especially for girls and women, expanded
 0% 3.2 The contribution of host-country institutions of higher education to sustainable development increased
 0% 4.1 Unintended and mistimed pregnancies reduced
 0% 4.2 Infant and child health and nutrition improved and infant and child mortality reduced
 0% 4.3 Deaths, nutrition insecurity, and adverse health outcomes to women as a result of pregnancy and childbirth reduced
 0% 4.4 HIV transmission and the impact of the HIV/AIDS pandemic in developing countries reduced
 0% 4.5 The threat of infectious diseases of major public health importance reduced
 0% 5.1 Threat of global climate change reduced
 20% 5.2 Biological diversity conserved
 0% 5.3 Sustainable urbanization including pollution management promoted
 0% 5.4 Use of environmentally sound energy services increased
 50% 5.5 Sustainable management of natural resources increased
 0% 6.1 Urgent needs in times of crisis met
 0% 6.2 Personal security and basic institutions to meet critical intermediate needs and protect human rights re-established

Link to U.S. National Interests: Global Issues: Environment, Population, Health

Primary Link to MPP Goals: Environment

Secondary Link to MPP Goals (optional): Economic Development

(Page limitations for narrative begin here):

Summary of the SO:

Since 1992, USAID has supported Namibia's national Community-Based Natural Resource Management (CBNRM) program, a joint effort between the U.S. and Namibian governments, non-governmental organizations (NGOs), and other USAID partners.

USAID's objective is to increase benefits to historically disadvantaged Namibians who live in communal areas by ensuring their rights to manage natural resources and, in turn, to receive benefits from those assets. The key to the program is the establishment of "conservancies" in rural regions that provide for sustainable use and management of wildlife and other environmental resources. Each conservancy selects a representative management committee and develops a sustainable management plan for the use of natural resources in the area, including the active seeking of joint ventures with private sector and community campsites/tourist villages. Income from these activities is distributed to the community according to the governing body's benefit distribution plan. Some conservancies opt for a system of direct payment to individuals, while others support community projects such as schools and health centers. All groups use some of the financial income to support the administrative and operational costs of the conservancies and to reinvest in the natural resource base.

The ultimate beneficiaries of USAID's assistance are historically disadvantaged Namibians located in the communal areas of the country. The intermediate beneficiaries are the Namibian NGOs and the Ministry of Environment and Tourism (MET), that work together to carry out conservancy development in specific communal areas.

Key Results:

USAID has achieved outstanding results under this program over the past five years. With USAID assistance, Namibia enacted in 1996 an amendment to the Namibian Nature Conservancies Act of 1975, providing Namibia with one of the most progressive policy environments for CBNRM in Southern Africa. To date, 14 conservancies have been formally recognized by the GRN, and 16 others are under development. The 14 conservancies have put over 3.85 million hectares of communal land under the direct control of conservancy management committees. 26,000 individuals living in these areas will receive benefits. Tourism plummeted in Caprivi, a prime target of our resources, because of security concerns and corresponding travel advisories related to spillover from the Angola conflict and violence related to the demands of Caprivi separatists. Nevertheless, income-generating activities in all conservancy areas exceeded expectations, producing over \$559,000 from conservancy-managed enterprises such as campsites, craft sales, thatching grass and employment at tourist lodges. This income is expected to increase substantially when conservancies enter into contracts with additional private sector tourism owners and operators, and travel advisories in Caprivi are lifted.

Performance and Prospects:

CBNRM performance through USAID's program has been excellent, as almost all results indicators have been met and several have been exceeded. Ministries other than the Ministry of Environment and Tourism are developing policies related to user rights in communal areas, e.g., land, grazing, and fisheries. As these new policies are developed, they will be monitored to ensure their compliance with regulations under the Conservancy Act. Therefore, policy development and implementation will continue to be a concern of the CBNRM program.

As projected last year, one conservancy (Torra Conservancy in Northwest Namibia) became Namibia's first financially self-sustaining conservancy. It is now able to cover 100% of its expenses from self-generated funds. Over the past year, this single conservancy has earned nearly \$52,500 in income from tourism joint ventures and is using about half those funds to cover its operational expenses, including all salaries and the costs of vehicle operation.

Other conservancies are also searching for ways to become self-sustainable, both financially and institutionally. Business skills and entrepreneurial support will continue to be made available to conservancy management committees as they move toward sustainability. Ongoing support to MET and Namibian NGOs also is key to the sustainability of the National CBNRM Program. Improving the capacity of these institutions to carry the CBNRM program forward as USAID support declines is a key challenge for the next few years.

To ensure that this challenge is met, sustainability strategies for the National CBNRM Program were designed into the program from the very beginning. Inherent in USAID's strategy was the need to secure other institutional support for CBNRM to carry on once USAID support ceases. During the last year, great strides were realized in building this institutional support. After almost two years of discussions and false starts, the establishment of the Namibian Association of CBNRM Support Organizations (NACSO), the NACSO Secretariat, and a grant-making capacity under the Namibia Nature Foundation (NNF) have been achieved. NACSO is composed of nine Namibian founding members, plus one new member. The members approved the constitution, held elections for officers, and hired a Coordinator. The formation of the NACSO puts CBNRM squarely in the hands of the host country. Although this is a relatively new operational system for CBNRM, it appears to have the requisite support and technical backing from all the key stakeholders in the country.

The political climate over the past year has not been wholly conducive to optimal program implementation. The Angola conflict situation, as well as the current situation in Zimbabwe, are impacting negatively on tourism in East Caprivi, a key region for the program, given its abundant wildlife and attractive landscape. HIV/AIDS is also having an impact on program activities. The increasing number of deaths resulting from complications of HIV/AIDS along with high unemployment rates contribute to complex economical, health and social issues, especially in Caprivi. In 1998, the HIV prevalence rate in that area was 34% and it is expected to rise further in this year's surveillance survey. Conservancies in Caprivi and elsewhere suffer through the loss of trained and experienced managers and workers.

Based on the recommendations from the MET, the Office of the Prime Minister approved in December 2000 the CBNRM Unit within the Directorate of Resource Management. Although this approval has come two years later than anticipated, the USAID-funded Technical Advisor to the MET is ready to assist in training and mentoring the unit's staff. Much progress has already been made in support of the Unit's approval. A CBNRM Working Group meets weekly to initiate or develop issues in need of attention. In

addition, the MET Technical Advisor has initiated the Inter-Ministerial Task Force for CBNRM, which should lead to improved integrated CBNRM policies.

This SO incorporates program activities which benefit rural, poor and marginalized women in remote areas of the country through their involvement in economic activities and in the nascent conservancy management structures, intended to provide control over natural resources to rural communities. Affected women derive concrete benefits, in the form of hard cash, training and job opportunities (through employment in lodges), as well as in terms of visible gains in self-confidence, and social standing that come with recognition and utilization of talents and abilities (including traditional craft skills). The resulting sense of empowerment and encouragement is an important component in the process of softening rigid, traditionally based, inter-gender relationships and better balancing the locus of authority in rural communities. Specifically, the LIFE Program is concerned that women play a growing role in the decisions of the conservancy. To that end, LIFE has targeted a percentage of women to serve on conservancy management committees. This year, 25 percent of conservancy management committee members are women, with an ambitious target of 40% to be reached by the year 2004. Where women are not elected members, mechanisms are set up to ensure the voice of women in communities are heard.

SO 3 and its partner Namibian NGO and community based-organizations, will benefit from increased advocacy training and skills development provided by SO 4's civil society implementors. Strong linkages have also been created with SO 1, the addition of a private sector development specialist to the grantee's staff.

Possible Adjustments to Plans:

An assessment of USAID's assistance is scheduled for August 2001 to determine the readiness of NGOs and the MET to take over the responsibilities and activities of a National CBNRM program. If the assessment team finds that the transition plan is on schedule, USAID's prime implementation partner, World Wildlife Fund (WWF) will phase out its activities as planned in October 2002. However, USAID will continue to support the Ministry through a technical advisor until 2003, and the CBNRM NGOs until September 2004.

Other Donor Programs:

To date, a total of approximately \$6.5 million has been leveraged from other donors to support Namibia's CBNRM program. USAID intends to intensify this effort in the coming two years. Sweden, the second largest donor in this sector after USAID, continues to support the Namibian Community-based Tourism Association (NACOBTA) in its training for enterprise development. Also supporting the National CBNRM Program is the U.K.'s Department for International Development (DfID), the Embassy of New Zealand and the Ministry of Environment and Tourism's own Game Products Fund. This array of funders has enabled communities in areas not covered by the USAID program to gain access to resources and benefits, while emerging conservancies have been able to broaden their programs beyond the scope of the USAID-supported activities.

Major Contractors and Grantees:

LIFE activities are implemented by the World Wildlife Fund, a U.S.-based NGO, which holds subcontracts with World Learning, Inc., Management Systems International, and the Rossing Foundation, Namibia.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Increased benefits received by Historically Disadvantaged Namibians from sustainable local management of natural resources

Objective ID: 673-003

Approved: 1998

Country/Organization: USAID Namibia

Result Name: Increased benefits received by Historically Disadvantaged Namibians from sustainable local management of natural resources

Indicator: Number of hectares of land managed by communal area conservancies

Disaggregated By: None

Unit of Measure: square hectares

Year	Planned	Actual
1997	NA	0
1998	NA	1,682,100
1999	2,481,450	1,682,100
2000	4,135,750	3,852,500
2001	5,790,050	NA
2002	5,790,050	NA
2003	7,030,775	NA
2004	8,685,075	NA
2005	9,925,800	NA

Source:

Conservancy registry documentation/LIFE

Indicator/Description:

The number of hectares of land of all registered conservancies.

Comments:

Actual hectares from 14 registered conservancies = 3,852,500. Since communities decide their own boundaries, it is difficult to project targets for out years. The Mission is maintaining the targets set in 1998. Projections are based on an average conservancy size of 413,575 hectares (based on the average size of the four conservancies registered in 1998)

Performance Data Table

Fiscal Year: FY2003

Objective Name: Increased benefits received by Historically Disadvantaged Namibians from sustainable local management of natural resources

Objective ID: 673-003

Approved: Country/Organization: USAID Namibia

Result Name: IR 3.3 Namibian capacity built to support an integrated national CBNRM program

Indicator: National CBNRM Association becomes operational:

Disaggregated By: N/A

Unit of Measure: Number of steps completed

Year	Planned	Actual
1999	4	Yes
2000	Maintained	Yes
2001	Maintained	NA
2002	Maintained	NA

Source:

LIFE M&E system/Institutional Development Profile

Indicator/Description:

The steps taken to establish and operate a National CBNRM Association of Namibia (CAN) are successfully undertaken.

Yes indicates a step has been completed.

Comments:

The National CBNRM Association, called the Namibia Association of CBNRM Support Organizations (NACSO), was constituted in March 2000, and shortly thereafter hired its first two employees, a coordinator and an administrative assistant. The association received a grant from the LIFE Project in September 2000. The association's first workplan was approved in July 2000, and covers the period through November 2000. In Sept. 2000 the NACSO's Secretariat organized a program-wide workshop that discussed CBNRM constraints. Based on current constraints, the CBNRM Association's Secretariat developed a one-year workplan, which the association used to address program constraints and opportunities.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Increased benefits received by Historically Disadvantaged Namibians from sustainable local management of natural resources

Objective ID: 673-003

Approved: 0000-00-00

Country/Organization: USAID Namibia

Result Name: 3.1

Indicator: The number of individuals in registered conservancies that benefit from program supported CBNRM activities
Disaggregated By: Gender

Unit of Measure: Number (cummulative)

Year	Planned	Actual
1997	NA	0
1998	NA	9,300
1999	13,950	13,946
2000	23,250	26,911
2001	32,550	NA
2002	32,550	NA
2003	39,525	NA
2004	48,825	NA
2005	55,800	NA

Source:

Conservancy registry documentation/LIFE

Indicator/Description:

The number of registered adults is available as a requirement of the conservancy process. The total number of individuals belonging to a conservancy is calculated, based on census data that estimates average household size at 6.2 persons, and that single-headed households constitute about 15% of all households. Future projections are consistent with the expectations for the number of new conservancies that will be registered during LIFE II, with an average population of 2,325 persons (based on the average populations of the 4 conservancies that were approved in 1998).

Comments:

Data for FY 2000 is calculated based on the registered adult population of the following conservancies:

Nyae Nyae: 2,288
 #Khoadi //Hoas: 2,455
 Salambala: 6,144
 Torra: 1,240
 Doros !Nawas: 902
 Kwandu: 5,202
 Mayuni: 1,271
 Uibasen: 198
 Wuparo: 3,720
 Purros: 233
 Ehi-ruvipuka: 1,566
 Marienflus: 372
 Oskop: 81
 Tsiseb: 1,240

Performance Data Table

Fiscal Year: FY2003

Objective Name: Increased benefits received by Historically Disadvantaged Namibians from sustainable local management of natural resources

Objective ID: 673-003

Approved: 1996

Country/Organization: USAID Namibia

Result Name: Conservancies are established, self-financing and well managed

Indicator: The number of conservancies gazetted by the Government of Namibia

Disaggregated By: N/A

Unit of Measure: Number (cummulative)

Year	Planned	Actual
1998	4	4
1999	6	4
2000	10	14
2001	14	NA
2002	14	NA
2003	15	NA
2004	17	NA
2005	19	NA

Source:

LIFE M&E system/Government Gazette

Indicator/Description:

Number of conservancies gazetted by the GRN

Comments:

To date, 14 conservancies have been registered with Ministry of Environment and Tourism (MET); and formally gazetted by the GRN.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Increased benefits received by Historically Disadvantaged Namibians from sustainable local management of natural resources

Objective ID: 673-003

Approved: 1996

Country/Organization: USAID Namibia

Result Name: 2.2 Conservancies are established, self-financing and well managed

Indicator: Registered conservancies demonstrate effective management capability, as is determined necessary to effectively manage natural resource management programs.

Disaggregated By: None

Unit of Measure: Number (cumulative)

Year	Planned	Actual
1998	0	0
1999	0	0
2000	1	1
2001	3	NA
2002	5	NA

Source:

LIFE M&E system/conservancy management profile

Indicator/Description:

The number of registered conservancies that achieve "effective" scores in the following areas of capability: (to be measured by the Conservancy Management Profile) a. governance; b. natural resource management; c. organizational management; d. financial sustainability; (e.g. the number of conservancies covering their own operating costs from self-generated funds); and e. benefit distribution (e.g. membership-approved systems in place, and the total cash value of benefits distributed by conservancy management committees).

An "effective" score indicates that a conservancy management committee is capable of operating with little or no external assistance. To be regarded as sustainable, a management committee must rate as "effective" in each of the aforementioned areas.

Comments:

Once a Conservancy Management Committee receives an "effective" score in each category assessed, then it can be considered sustainable - able to continue to operate with little or no external assistance.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Increased benefits received by Historically Disadvantaged Namibians from sustainable local management of natural resources

Objective ID: 673-003

Approved: Country/Organization: USAID Namibia

Result Name: 3.3 Increased benefits received by Historically Disadvantaged Namibians from sustainable local management of natural resources

Indicator: Total community income from natural resource-based activities

Disaggregated By: None

Unit of Measure: Namibian Dollars (annual)

Year	Planned	Actual
1995	NA	160,000
1996	NA	568,850
1997	NA	668,350
1998	NA	1,157,776
1999	242,900	2,439,823
2000	2,101,000	3,411,260
2001	2,662,400	NA
2002	3,283,000	NA
2003	4,196,800	NA
2004	4,803,200	NA
2005	5,214,400	NA

Source:

Conservancy accounts/LIFE

Indicator/Description:

The value of total benefits earned by registered conservancies, in Namibian dollars, between Oct. 1 and Sept. 30. This amount is calculated by conservancy, and equals the sum of : gross conservancy income earned from private sector partnerships/contracts, for example from lodges & trophy hunting; net income from conservancy-managed enterprises, such as campsites; non-conservancy employment income, such as employment at lodges; & income earned from household-level natural resource-based activity, e.g. craft sales and thatching grass.

Comments:

Over the past 6 years the Namibian dollar has fluxuated greatly in relationship to the US\$. Below is a table of actual benefits in US\$ by year & exchange rate:

Year	US\$	Rate
1995	40,000	4.0
1996	142,230	4.0
1997	148,522	4.5
1998	210,505	5.5
1999	406,637	6.0
2000	559,223	6.1

SO Text for SO: 673-004 Increased accountability of parliament to all Namibian citizens

Country/Organization: USAID Namibia

Objective ID: 673-004

Objective Name: Increased accountability of parliament to all Namibian citizens

Self Assessment: Meeting Expectations

Primary Links to Agency Strategic Framework: (Please Assign Percentages, Total Equals 100):

0% 1.1 Critical private markets expanded and strengthened
 0% 1.2 More rapid and enhanced agricultural development and food security encouraged
 0% 1.3 Access to economic opportunity for the rural and urban poor expanded and made more equitable
 0% 2.1 Rule of law and respect for human rights of women as well as men strengthened
 0% 2.2 Credible and competitive political processes encouraged
 30% 2.3 The development of politically active civil society promoted
 70% 2.4 More transparent and accountable government institutions encouraged
 0% 3.1 Access to quality basic education for under-served populations, especially for girls and women, expanded
 0% 3.2 The contribution of host-country institutions of higher education to sustainable development increased
 0% 4.1 Unintended and mistimed pregnancies reduced
 0% 4.2 Infant and child health and nutrition improved and infant and child mortality reduced
 0% 4.3 Deaths, nutrition insecurity, and adverse health outcomes to women as a result of pregnancy and childbirth reduced
 0% 4.4 HIV transmission and the impact of the HIV/AIDS pandemic in developing countries reduced
 0% 4.5 The threat of infectious diseases of major public health importance reduced
 0% 5.1 Threat of global climate change reduced
 0% 5.2 Biological diversity conserved
 0% 5.3 Sustainable urbanization including pollution management promoted
 0% 5.4 Use of environmentally sound energy services increased
 0% 5.5 Sustainable management of natural resources increased
 0% 6.1 Urgent needs in times of crisis met
 0% 6.2 Personal security and basic institutions to meet critical intermediate needs and protect human rights re-established

Link to U.S. National Interests: Democracy

Primary Link to MPP Goals: Democracy and Human Rights

Secondary Link to MPP Goals (optional): Democracy and Human Rights

(Page limitations for narrative begin here):

Summary of the SO:

USAID began to work on legislative strengthening with Parliament in 1995. At that time, the Namibian Parliament, which started out solely as a National Assembly in 1990 and only became a two-chamber body with the addition of the National Council in 1992, was a new institution with limited experience, resources and capacity. Under USAID's program there has been considerable success in assisting Parliament's reforms and development, in forming legislative review committees and creating formal fora for public discussion on legislative issues. The national budget formulation process has

become more transparent and there has been an increase in debate and opportunities for public input. Namibian citizens have not only gained experience in voting, but have started to bring their concerns to their elected representatives.

While opportunities for public input in the legislative process have increased, civil society is not fully exploiting the opportunities. Many of the Namibian NGOs created before independence, primarily as vehicles for anti-apartheid protest and in support of democratic change, seemed to have lost their purpose in the 1990s under the new political system and consequently did not survive. Civil society in Namibia today remains relatively weak but there has been a steady growth of NGOs that are able to represent the needs and aspirations of citizens more effectively. The purpose of USAID's democracy and governance activities are to strengthen the legislative structures and institutional capacity of both houses of Parliament, and just as importantly, to support stronger linkages between citizens and their elected representatives through support to Namibian civil society. The direct beneficiaries of this activity are Parliamentarians, Namibian citizens, NGOs, civic groups and the media.

Key Results:

With USAID assistance, the Namibian Parliament has established a functioning committee system; has conducted hearings on key legislation and issues of public interest; has established a Parliamentary Research Center with a local area computer network; has increased the capacity of Parliamentary staff to produce outreach and informational materials for the media and public, and improved the skills of its members in analyzing legislation.

USAID support to Parliament has resulted in MPs acquiring the knowledge and skills to review legislation under debate. Prior to USAID assistance to Parliament, very few bills were tabled in Parliament and there were no committees to review legislation and call for public hearings. Namibian citizens had no means of providing input into the review of legislation process and legislation was often "rubber-stamped." USAID assistance to the National Assembly has resulted in the formation of several effective standing Committees (budget, natural resources, and economics) that review pending legislation. With respect to the other house of the legislature, the constituency-based National Council, previously no bill or government report reviews were conducted. Now the MPs in the Council regularly request the Auditor General to refer expenditure reports to them for further review and action, demonstrating a better understanding of their role in the budget process. During this year's budget debate MPs raised substantive issues and arguments on budget allocations - a major shift from the previous practice of making political statements alone.

In this regard, it is significant that in 2000, exercising its legislative review mandate forcefully for the first time, the National Council rejected controversial land reform legislation (Communal Land Bill). The Communal Land Bill was subsequently remanded to the National Assembly with perfecting amendments to the legislative document. Currently, a joint committee composed of Members of both houses is

reviewing the proposed amendments for consideration. This rejection of the Bill by the National Council seems to indicate an increased maturity on the part of the Council's parliamentary committees. It also demonstrates an increased understanding by the National Council of its role as the House of Review and underlines the importance of its contributions to Bills with important regional impact.

SO 4 is increasing the number of opportunities that have been created for interaction between the Parliament and civil society. USAID is encouraging use of these openings through a small grants program that is linked to the legislative strengthening program and especially focussed on SO 4's intermediate result of increased public advocacy. USAID has provided support for the Namibian Women's Manifesto Network (NWMN), helping to bring together under one umbrella a number of organizations throughout the country concerned with the welfare of women and children. This national advocacy network has organized marches and rallies at the Parliament; presented petitions to Parliamentarians; has reached out to the public through press conferences and interviews on the electronic media and been invited to discuss the network's plans to advocate for a substantial increase in the number of female legislators with parliamentary bodies.

Specific SO 4 accomplishments to date include: (1) More than 40 advocacy activities were completed by civil society, many of which were due to the more conducive debate environment facilitated through USAID supported democracy and governance activities, (2) 20 Bills, representing 77% of the total number, received public comment through hearings in Parliament and outside the capital Windhoek, (3) the new code of conduct in the National Assembly was implemented, (4) the Parliament made space available on its premises for Katutura Community Radio (KCR), a USAID-funded grantee and one of the more important conduits of information to Namibia's disadvantaged population. KCR's broadcasts have improved citizen awareness of parliamentary actions and have elicited spirited public discussion on issues of national, regional and local relevance.

Performance and Prospects:

Now in its sixth year of implementation, this USAID democracy and governance program has met expectations and achieved planned results. Parliament continues to strengthen as an institution and is assuming more responsibility for operational maintenance tasks. It is beginning to provide greater oversight of the executive and offering more opportunities for citizen participation in the legislative process. Civil society is also beginning to engage the Parliament on key legislation, such as education, rape protection, land reform issues and decentralization. Members of both houses of Parliament continue to strengthen their capacity as legislators and representatives of citizens. Committees of the National Assembly have become more adept and sophisticated in conducting their business. They are holding a larger number of public hearings and are developing good working relationships with the Ministries under their jurisdiction. However, it must be noted that the efforts of Parliament to respond to the interests of citizens were hampered during the reporting period, due to the holding of National Assembly and Presidential elections. This meant that both houses adjourned earlier than scheduled and that no committees met during the last four months of the

reporting period, a situation that is reflected in the results indicator tables that track citizen input into the legislative process.

In addition, the committees of the constituency-based National Council have begun to function, although more support for their effective working is needed. More emphasis is being placed on the National Council, which presently still lags behind the National Assembly in terms of committee structures and review of legislation. For this reason, constituency outreach support and training is being provided to Council Members. The past year has seen increased travel to the countryside by Council members to identify practices and procedures that strengthen the Council's outreach initiatives and foster regional participation in Namibia's legislative process. Increased responsibility for and ownership by the Parliament for the skills building program for its members was particularly notable during the Parliamentary Induction II program held earlier last year. The National Assembly committed a substantial amount of funds to the Induction program initially started and funded by USAID.

The USAID-supported NWMN has developed into a key advocacy network on women and children's issues with a primary goal to have more women elected into positions of authority in the government and private sector. The network has developed advocacy focal points in all 13 of Namibia's regions. This advocacy work has brought them into contact with the Parliament, Ministries, political parties, other civil society organizations and international bodies, such as the UN Commission on Human Rights and Amnesty International.

This year USAID will sign an agreement with a Namibian NGO to implement the USAID Advocacy Support Program. This organization will work closely with and fund well established and emerging NGOs to implement advocacy programs, as well as provide organizational development support to those organizations that request it. Through this program, the links between Parliament and civil society will be strengthened. The NGO will be supported by a U.S. contractor, whose services will be acquired through a G/DG IQC.

Possible Adjustments to Plans:

Per Namibia's CSP, funding for SO 4 was scheduled to end in FY 2001 and the program itself was to be phased out by 2003. USAID, however, would appreciate the opportunity to continue making funding requests through 2003. Namibia has one of the youngest, and at this time, one of the most respected Parliaments on the African continent. While it is still weak relative to the executive branch, it has achieved a degree of professionalism that positions it to become an increasingly important factor in Namibia's political equation over time. Moreover, to phase out our Parliamentary program just as we are phasing in our advocacy program does damage to both programs. Ideally, we will be able to garner enough funds to protect our investment in this Parliament, deepen our involvement civil society, and thereby make a lasting contribution to the consolidation of democracy in Namibia.

Other Donor Programs:

USAID remains a key donor in the democracy and governance arena. Complementary to USAID's program are UNDP's democracy efforts. UNDP continues to be a leading donor in an initiative to build the capacity of Regional Councils for governance and decentralization. Finland works with Sister Namibia, a local women's NGO on capacity building (along with USAID), as well as funding a prosecutor's conference in Namibia and working with the Namibian Law Association and police in child protection training. DIFID (United Kingdom) funded a study tour for prosecutors in sexual offenses and the courts. The Netherlands sent a nine person Namibian team to South Africa to start up an innovative pilot program on child witnesses and closed circuit TV. The Friedrich Ebert Foundation (Germany) continues to work with trade unions and government in aid of a more constructive relationship between the two stakeholders. The European Union supports civic and voter education.

Major Contractors and Grantees:

The National Democratic Institute for International Affairs (NDI) is one of the principal implementers of this activity. NDI focuses on parliamentary strengthening with media and advocacy to a lesser degree. USAID has signed an agreement with the Namibian Institute for Democracy (NID), a Namibian NGO, and will soon enter into an arrangement with a U.S. contractor under the G/DG Civil Society IQC. NID and this contractor will implement USAID's advocacy support program for the next two years.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Increased accountability of parliament to all Namibian citizens

Objective ID: 673-004

Approved: 1996-06-05

Country/Organization: USAID Namibia

Result Name: Increased accountability of parliament to all Namibian citizens

Indicator: The extent to which the legislative process meets established criteria for representing the concerns of different citizen groups: Citizen input into review of legislation

Disaggregated By: None

Unit of Measure: Index indicator (See PMP): Citizen input into review of legislation

Year	Planned	Actual
1996	NA	1
1997	NA	1
1998	2	2
1999	3	3
2000	3	2
2001	4	NA
2002	4	NA

Source:

Bill analysis, Review of Parliament official documents. Key informant interviews.

Indicator/Description:

Established criteria - The indicator has been revised to more accurately capture progress in incorporating citizen input into all facets of the legislative process. Ratings are based on the level of citizen input as follows: 1 = no representativeness; 2 = limited representativeness; 3 = some representativeness, not institutionalized; 4 = full representativeness. The benchmark for each component is more fully described under comments.

Comments:

1.= Legislation made, debated and passed with no input from the public; 2. = Public input is occasionally solicited, but results in little fundamental change; 3. = Public input is solicited on controversial or key public interest bills; 4. Public input is regularly solicited and results in amendments/rejections to legislation. *The total possible value of the overall Index Value is 20.

The efforts of the Parliament to respond to the interest of the citizens were hampered by National Assembly and Presidential elections. Results under this indicator were lower than anticipated, due to the fact that both Houses adjourned earlier than scheduled and that no committees met during the last four months of the reporting period.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Increased accountability of parliament to all Namibian citizens

Objective ID: 673-004

Approved: 1996-06-05

Country/Organization: USAID Namibia

Result Name: Increased accountability of parliament to all Namibian citizens

Indicator: The extent to which the legislative process meets established criteria for representing the concerns of different citizen groups: Citizen input into formulation of legislation.

Disaggregated By: None.

Unit of Measure: Index indicator (See PMP): Citizen input into formulation of legislation.

Year	Planned	Actual
1996	NA	1
1997	NA	1
1998	2	2
1999	2	2
2000	3	2
2001	3	NA
2002	4	NA

Source:

Bill analysis, Review of Parliament official documents. Key informant interviews.

Indicator/Description:

Established criteria - The indicator has been revised to more accurately capture progress in incorporating citizen input into all facets of the legislative process. Ratings are based on the level of citizen input as follows: 1= no representativeness; 2= limited representativeness; 3= some representativeness, not institutionalized; 4= full representativeness. The benchmark for each component is more fully described under comments.

Comments:

1= legislation originates from Cabinet but no solicitation of public view on policy or draft; 2= legislation originates from Cabinet with public input on policy or draft bill; 3=legislation initiated by private members based on constituency input; 4= regular constituency outreach and hearings result in private members bills and regional legislation (through 2nd house).

*The total possible value of the overall Index Value is 20.

The efforts of the Parliament to respond to the interest of the citizens were hampered by National Assembly and Presidential elections. Results under this indicator were lower than anticipated, due to the fact that both Houses adjourned earlier than scheduled and that no committees met during the last four months of the reporting period.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Increased accountability of parliament to all Namibian citizens

Objective ID: 673-004

Approved: 1996-06-05

Country/Organization: USAID Namibia

Result Name: Increased accountability of parliament to all Namibian citizens

Indicator: The extent to which the legislative process meets established criteria for representing the concerns of different citizen groups: Responsive and deliberative budget process

Disaggregated By: None.

Unit of Measure: Index indicator (See PMP): Responsive and deliberative budget process.

Year	Planned	Actual
1996	NA	1
1997	NA	2
1998	2	2
1999	3	2
2000	3	2
2002	2	NA
2002	2	NA

Source:

Bill analysis, Review of Parliament official documents. Key informant interviews.

Indicator/Description:

Established criteria - The indicator has been revised to more accurately capture progress in incorporating citizen input into all facets of the legislative process. Ratings are based on the level of citizen input as follows: 1 = no representativeness; 2 = limited representativeness; 3 = some representativeness, not institutionalized; 4 = full representativeness. The benchmark for each component is more fully described under comments.

Comments:

1. = Budget introduced and passed with little debate and no public input; 2. = Budget introduced, some debate and amendments from MPs, but no public input; 3. = Committee review of budget, with public consultations, but little impact; 4. = Committee review of budget and active public debate results in budget revisions and scrutiny of executive expenditure.

*The total possible value of the overall Index Value is 20.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Increased accountability of parliament to all Namibian citizens

Objective ID: 673-004

Approved: 1996-06-05

Country/Organization: USAID Namibia

Result Name: Increased accountability of parliament to all Namibian citizens

Indicator: The extent to which the legislative process meets established criteria for representing the concerns of different citizen groups: Responsive and deliberative committee review

Disaggregated By: None.

Unit of Measure: Index indicator (See PMP): Responsive and deliberative committee review

Year	Planned	Actual
2001	4	NA
2002	4	NA
1996	NA	1
1997	NA	2
1998	3	3
1999	3	3
2000	4	4

Source:

Bill analysis, Review of Parliament official documents. Key informant interviews.

Indicator/Description:

Established criteria - The indicator has been revised to more accurately capture progress in incorporating citizen input into all facets of the legislative process. Ratings are based on the level of citizen input as follows: 1 = no representativeness; 2 = limited representativeness; 3 = some representativeness, not institutionalized; 4 = full representativeness. The benchmark for each component is more fully described under comments.

Comments:

1. = No committee review of legislation and government policy; 2. = Committee review of key legislation, but not systematized. Little impact on final legislation. No committee review of government policy; 3. = Committees review legislation and have some influence on the process. Public hearings are occasionally conducted. Limited review and oversight of government policy; 4. = Committees review all legislation and propose amendments/recommendations that are actively considered by both Houses. Committees conduct regular public hearings. Committees review and debate government policy. *The total possible value of the overall Index Value is 20.

The efforts of the Parliament to respond to the interest of the citizens were hampered by National Assembly and Presidential elections. Results under this indicator were lower than anticipated, due to the fact that both Houses adjourned earlier than scheduled and that no committees met during the last four months of the reporting period.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Increased accountability of parliament to all Namibian citizens

Objective ID: 673-004

Approved: 06/05/96

Country/Organization: USAID Namibia

Result Name: Increased accountability of parliament to all Namibian citizens

Indicator: The extent to which the legislative process meets established criteria for representing the concerns of different citizen groups: Influence of backbenchers

Disaggregated By: None.

Unit of Measure: Index indicator (See PMP): Influence of backbenchers.

Year	Planned	Actual
2001	4	NA
2002	4	NA
1996	NA	1
1997	NA	2
1998	3	3
1999	3	3
2000	3	3

Source:

Bill analysis, Review of Parliament official documents. Key informant interviews.

Indicator/Description:

Established criteria - The indicator has been revised to more accurately capture progress in incorporating citizen input into all facets of the legislative process. Ratings are based on the level of citizen input as follows: 1 = no representativeness; 2 = limited representativeness; 3 = some representativeness, not institutionalized; 4 = full representativeness. The benchmark for each component is more fully described under comments.

Comments:

1. = No debate by backbencher MPs in the National Assembly; 2. = Some debate by backbencher MPs, but not informed by research or public input. Little impact on final legislation; 3. = Backbenchers regularly debate and are informed by research or public input, but does not result in amendments or changes; 4. = Backbenchers regularly debate and are informed by research or public input. Give view independent of party line. Results in amendments or changes. *The total possible value of the overall Index Value is 20.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Increased accountability of parliament to all Namibian citizens

Objective ID: 673-004

Approved: 1996-06-05

Country/Organization: USAID Namibia

Result Name: Increased accountability of parliament to all Namibian citizens

Indicator: The extent to which the legislative process meets established criteria for representing the concerns of different citizen groups: Total index value

Disaggregated By: None.

Unit of Measure: Index indicator (See PMP): Total index value.

Year	Planned	Actual
2001	15	NA
2002	16	NA
1996	NA	5
1997	NA	8
1998	12	12
1999	14	13
2000	16	12

Source:

Bill analysis, Review of Parliament official documents. Key informant interviews.

Indicator/Description:

Established criteria - The indicator has been revised to more accurately capture progress in incorporating citizen input into all facets of the legislative process. Ratings are based on the level of citizen input as follows: 1 = no representativeness; 2 = limited representativeness; 3 = some representativeness, not institutionalized; 4 = full representativeness.

Comments:

Note: The total possible value of the overall Index Value is 20.

The efforts of the Parliament to respond to the interest of the citizens were hampered by National Assembly and Presidential elections. Results under this indicator were lower than anticipated, due to the fact that both Houses adjourned earlier than scheduled and that no committees met during the last four months of the reporting period.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Increased accountability of parliament to all Namibian citizens

Objective ID: 673-004

Approved: 1996-06-05

Country/Organization: USAID Namibia

Result Name: 4.1.2 Increased accountability of parliament to all Namibian citizens

Indicator: Number of issues on which public hearings, including committee hearings, are held.

Disaggregated By: None.

Unit of Measure: # of issues.

Year	Planned	Actual
2001	30	NA
2002	40	NA
1993	0	0
1994	NA	NA
1995	NA	NA
1996	5	2
1997	7	7
1998	10	14
1999	25	17
2000	30	20

Source:

Committee reports and schedules. NDI Project reports, NDI media analysis.

Indicator/Description:

of issues on which hearings are held.

Comments:

The efforts of the Parliament to respond to the interest of the citizens were hampered by National Assembly and Presidential elections. Results under this indicator were lower than anticipated, due to the fact that both Houses adjourned earlier than scheduled and that no committees met during the last four months of the reporting period.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Increased accountability of parliament to all Namibian citizens

Objective ID: 673-004

Approved: 1996-06-05

Country/Organization: USAID Namibia

Result Name: IR 4.3.1 Increased public advocacy by NGOs and civic groups in national and/or media fora

Indicator: Percentage of bills of public interest that receive public comment.

Disaggregated By: None.

Unit of Measure: % of the total number (Annual).

Year	Planned	Actual
2001	75	NA
2002	80	NA
1994	NA	NA
1995	NA	NA
1996	10	21
1997	25	42
1998	35	97
1999	50	60.71
2000	70	50

Source:

Interviews with committee staff and an analysis of newspaper accounts of parliamentary consideration of legislation.

Indicator/Description:

Bills of public interest (as opposed to procedural and technical bills) in which public input is made directly to parliament.

Comments:

The efforts of the Parliament to respond to the interest of the citizens were hampered by National Assembly and Presidential elections. Results under this indicator were lower than anticipated, due to the fact that both Houses adjourned earlier than scheduled and that no committees met during the last four months of the reporting period.

Performance Data Table

Fiscal Year: FY2003

Objective Name: Increased accountability of parliament to all Namibian citizens

Objective ID: 673-004

Approved: 1996-06-05

Country/Organization: USAID Namibia

Result Name: IR 4.3.2 Increased public advocacy by NGOs and civic groups in national and/or media fora

Indicator: Number of campaigns/efforts by NGOs and interest groups to influence pending policy or legislation

Disaggregated By: None.

Unit of Measure: # of campaigns (annual).

Year	Planned	Actual
2001	30	NA
2002	50	NA
1993	0	0
1994	NA	NA
1995	NA	NA
1996	5	10
1997	10	12
1998	15	13
1999	15	26
2000	20	41

Source:

NGO and interest group surveys, bill analysis, semi annual joint SO team review.

Indicator/Description:

Campaigns by NGOs and interest groups to influence pending legislation through petitions, providing documentation to MPs, and/or providing testimony.

Comments:

There was plenty of activity on this indicator during the course of the last year. It is important to note that as it was an election year, NGOs took the opportunity to advocate on issues that they wanted addressed in the various political parties' manifestos, and for the first time created a coalition to lobby on the draft Rape Bill. The Communal Land Bill, the Combating of Rape Bill, the Immoral Practice Bill, involvement in the DRC, Caprivi human rights violations, the secessionist movement, the Government Resettlement Program, the Appropriation Bill, the Income Tax Amendment Bill, Sales Tax, the Diamond Bill, the MP Pension Fund Bill, the Broadcasting Act, recommendations on the Labor Act, the Old Age pension allowance, Child Maintenance legislation, Crime, Violence against Women, the merger of the Education ministries, Lomé Convention negotiations, Budget - SACU, Ethics/Corruption, the NGO Code of Ethics, NGO tax incentives and the Ministry's multisectoral approach re: HIV/AIDS were all issues on which campaigns were mounted.

SO Text for SO: 673-005 The risk of HIV/AIDS transmission reduced through a model prevention program in a key region

Country/Organization: USAID Namibia

Objective ID: 673-005

Objective Name: The risk of HIV/AIDS transmission reduced through a model prevention program in a key region

Self Assessment: Not Meeting Expectations

Primary Links to Agency Strategic Framework: **(Please Assign Percentages, Total Equals 100):**

0% 1.1 Critical private markets expanded and strengthened
 0% 1.2 More rapid and enhanced agricultural development and food security encouraged
 0% 1.3 Access to economic opportunity for the rural and urban poor expanded and made more equitable
 0% 2.1 Rule of law and respect for human rights of women as well as men strengthened
 0% 2.2 Credible and competitive political processes encouraged
 0% 2.3 The development of politically active civil society promoted
 0% 2.4 More transparent and accountable government institutions encouraged
 10% 3.1 Access to quality basic education for under-served populations, especially for girls and women, expanded
 0% 3.2 The contribution of host-country institutions of higher education to sustainable development increased
 0% 4.1 Unintended and mistimed pregnancies reduced
 0% 4.2 Infant and child health and nutrition improved and infant and child mortality reduced
 0% 4.3 Deaths, nutrition insecurity, and adverse health outcomes to women as a result of pregnancy and childbirth reduced
 90% 4.4 HIV transmission and the impact of the HIV/AIDS pandemic in developing countries reduced
 0% 4.5 The threat of infectious diseases of major public health importance reduced
 0% 5.1 Threat of global climate change reduced
 0% 5.2 Biological diversity conserved
 0% 5.3 Sustainable urbanization including pollution management promoted
 0% 5.4 Use of environmentally sound energy services increased
 0% 5.5 Sustainable management of natural resources increased
 0% 6.1 Urgent needs in times of crisis met
 0% 6.2 Personal security and basic institutions to meet critical intermediate needs and protect human rights re-established

Link to U.S. National Interests: Global Issues: Environment, Population, Health

Primary Link to MPP Goals: Health

Secondary Link to MPP Goals (optional): Global Growth and Stability

(Page limitations for narrative begin here):

Summary of the SO:

Summary: Namibia is now among the five most affected countries in the world in terms of HIV prevalence. While the first four cases of HIV infection in Namibia were reported as early as 1986, the vast majority of cases have been reported in the last three years. Recognizing that cases of HIV infection and AIDS deaths are significantly under-reported, the Ministry of Health and Social Services (MOHSS) and UNAIDS/WHO

estimate that by the end 1999 the actual number of Namibians aged 15-49 living with HIV/AIDS was 160,000.

In 1998, sentinel surveillance of pregnant women at antenatal clinics indicated HIV prevalence in excess of 20%. Prevalence in the Namibian population and commercial centers of Walvis Bay and Katima Mulilo was almost 30%, and the highest prevalence was reported at Oshakati (34%). Preliminary Year 2000 Sentinel Surveillance data suggests that the epidemic is spreading and worsening. By 2010, infant mortality in Namibia is expected to be at least 63 percent higher than it would be without AIDS. Approximately 30 to 40% of infants born to HIV-positive mothers will also become infected with HIV. As of 1999, approximately 69,000 Namibian children had lost their mother or both parents to AIDS.

AIDS continued to be the number one killer in 1999 causing more deaths than Tuberculosis and Malaria combined. Hospitalizations due to AIDS-related conditions have also increased dramatically in recent years, with over 5,100 reported in 1998, an increase of more than 30%.

The pandemic is having profound social and economic impact on the country. All over Namibia, families are losing income and the primary earners of that income either from debilitating HIV/AIDS related diseases or death. Grandparents who are ill equipped to do so, often have to take on the responsibility of raising their grandchildren, and older siblings are forced to drop out of school to support and care for younger children. The total number of orphans due to AIDS is expected to increase from about 69,000 in 2000 to 118,000 in 2006. By that year, 13% of all children under 15 years are expected to be orphans. These children are likely to be largely uneducated, have limited economic options, and therefore, will be at increased risk for perpetuating the epidemic.

A Ministry of Finance calculation of expected direct and indirect costs reveals that Namibia can expect to lose as much as N\$1 billion (US\$125 million) to the epidemic by 2003, a substantial challenge to a newly formed country with a fragile economy and a relatively untrained human resource base for key skill and occupational areas.

In response to this critical situation, USAID in late FY 2000 launched a new program designed to assist Namibia in its multi-sector HIV/AIDS prevention and care efforts. Initially designed to target only one key geographic region (Walvis Bay and the coastal areas), the USAID program is now being reviewed in conjunction with the Government of Namibia (GRN) to better counteract the burgeoning spread of HIV/AIDS across a wider geographic area. Four key municipalities of the country that have very high prevalence rates have been targetted-- the capital city of Windhoek, Walvis Bay, and the northern towns of Ongwediva and Oshakati. By targeting these four municipalities, USAID will have an impact in three primary regions of the country -- Khomas, Erongo, and Oshana. As entry points into each of the municipalities, USAID is initially targeting youth, the group most vulnerable to HIV infection and also the greatest potential change agents for breaking the cycle of infection; and labor, because an educated, healthy and productive workforce is essential for economic growth and political stability. Ultimately,

USAID hopes to strengthen linkages between youth, labor and other sub-groups, enabling an integrated, community-based response to the epidemic.

USAID has also added another critically important dimension to the program, and that is a component started in early FY 2001 designed to address the challenge of adequately caring for orphans and vulnerable children (OVC). Through this activity USAID is specifically supporting the expansion of educational opportunities for these children, including assistance in identifying needy orphans, developing a voucher system for paying school fees and reducing stigmatization, and for strengthening school boards' and communities' capacity to ensure the proper education of OVC.

Key Results:

By the end of FY 2005, USAID's assistance is designed to have contributed significantly toward mitigating the impact of HIV/AIDS in targeted geographic areas of Namibia, with the results centered on slowing the rate of incidence among youth and labor groups in the four municipalities and increasing the percentage of orphans and vulnerable children in school. While the USAID program has just started, there have been some early successes in terms of keeping orphans in school as well as in heightening awareness of the epidemic. With USAID assistance for school fees and uniforms, 100 orphans were newly placed in schools in the Windhoek region. USAID assistance also resulted in the publishing of a newspaper insert on home-based care of AIDS patients. The "AIDS Home-Based Care, Tips, Remedies and Recipes" was published in the main daily newspaper in both English and in Oshiwambo, a predominant African language in Namibia. This pamphlet reached a target audience of 160,000 readers across the country. USAID's early support has also gone toward training additional youth peer counselors in the Omaheke region.

Performance and Prospects:

We were unable to reach agreement with the Government on the originally designed program and are currently negotiating a new program. Outside the context of an agreement with the Government, we have begun to implement activities through Family Health International. To date, we have established productive relationships with the two ministries of education, the Ministry of Labor, several municipalities, and a number of NGOs. Prospects for the future, however, will depend on the strength of the USAID program's relationship with the Ministry of Health and Social Services, which is charged with national coordination.

Possible Adjustments to Plans:

Possible Adjustments to Plans: In consultation with the GRN, USAID is planning to increase efforts to support the care of orphans and vulnerable children, and focus on behavior change and other related activities on the target populations of youth and labor in four municipalities. Following on the recommendations of a recently fielded design team and input from AFR/SD, USAID has modified slightly the intermediate results and indicators of the Special Objective to better reflect the program as it is currently being implemented, e.g. the new OVC activity. As soon as GRN concurrence on the revised

SpO design is obtained, USAID/Namibia will forward to AFR Bureau a complete revised SpO results framework for Bureau review and approval.

Other Donor Programs:

Other Donor Programs: UNAIDS plays a coordinating role in HIV/AIDS as head of the UN Theme Group and supports the GRN's decentralization efforts through assistance to its strategic planning efforts. Sweden, through UNICEF/UNAIDS, is supporting a program for high school-based youth, called "My Future is My Choice." USAID is planning to expand the age-reach of this successful education program. The European Commission (EC) has been providing support to the GRN for the clinical management and surveillance of sexually transmitted infections and HIV/AIDS since 1993. The EC provides direct co-funding to Namibian NGOs such as the Namibian Red Cross and may also fund the extension of voluntary counseling and testing activities in Namibia. Germany has focused its reproductive health and HIV/AIDS prevention programs in northeastern Namibia. The French Cooperation recently received Ministry approval to initiate a pilot Mother-to-Child (MTCT) program in Oshakati that will utilize Nevirapine, a first for Namibia. Spain, the United Kingdom, Finland, Norway, Belgium, Ireland, and the Netherlands are also active in HIV/AIDS prevention activities. USAID coordinates current and future activities with these donors directly and through UNAIDS.

Major Contractors and Grantees:

Family Health International (FHI) was selected as a primary implementation partner for USAID's program. Additional implementation will be undertaken by an organization under USAID's "Commercial Market Strategies" procurement mechanism. Other partners that have recently begun to receive sub-grant funding through FHI include UNICEF, Catholic AIDS Action, AIDS Care Trust, and the Namibia Chamber of Mines.

Performance Data Table

Fiscal Year: FY2003

Objective Name: The risk of HIV/AIDS transmission reduced through a model prevention program in a key region

Objective ID: 673-005

Approved: 2000-05-00

Country/Organization: USAID Namibia

Result Name: To mitigate the impact of HIV/AIDS in target geographic areas of Namibia

Indicator: HIV prevalence among pregnant women, 15-25 in selected antenatal clinics in the target communities.

Disaggregated By:

Unit of Measure: Percent

Year	Planned	Actual
2000	NA	NA
2001	NA	NA
2002	NA	NA
2003	NA	NA

Source:

Indicator/Description:

Prevalence will not increase more than 2 percentage points above 2000 sentinel surveillance levels.

Comments:

* Baseline to be established

Performance Data Table

Fiscal Year: FY2003

Objective Name: The risk of HIV/AIDS transmission reduced through a model prevention program in a key region

Objective ID: 673-005

Approved: 2000-05-00

Country/Organization: USAID Namibia

Result Name: 3.1 Improved enabling environment, advocacy and coordination for HIV/AIDS mitigation at national and local levels.

Indicator: Strategic plans developed and implemented for mitigation of HIV/AIDS in target communities.

Disaggregated By:

Unit of Measure: Percentage actions

Year	Planned	Actual
2000	NA	NA
2001	NA	NA
2002	NA	NA
2003	NA	NA

Source:

Indicator/Description:

X% actions contained in plans being carried out.

Comments:

Impact assessments must be conducted before strategic plans can be developed and implemented.

Performance Data Table

Fiscal Year: FY2003

Objective Name: The risk of HIV/AIDS transmission reduced through a model prevention program in a key region

Objective ID: 673-005

Approved: 2000-05-00

Country/Organization: USAID Namibia

Result Name: 3.3 Improved enabling environment, advocacy and coordination for HIV/AIDS mitigation at national and local levels.

Indicator: Improved coordination/communication among partners and stakeholders in target communities.

Disaggregated By:

Unit of Measure: Number of meetings

Year	Planned	Actual
2000	NA	NA
2001	NA	NA
2002	NA	NA
2003	NA	NA

Source:

Indicator/Description:

Meetings held quarterly involving partners and stakeholders.

Comments:

It is expected that external coordination will be evident in Year 2 of the program.

Performance Data Table

Fiscal Year: FY2003

Objective Name: The risk of HIV/AIDS transmission reduced through a model prevention program in a key region

Objective ID: 673-005

Approved: 2000-05-00

Country/Organization: USAID Namibia

Result Name: 2.4 Strengthened and improved capacity of institutions to plan and implement effective, coordinated and sustainable HIV/AIDS interventions in the target communities.

Indicator: Improved capacity of indigenous NGOs and CBOs to effectively implement OVC interventions in target communities.

Disaggregated By:

Unit of Measure: Increased numbers

Year	Planned	Actual
2000	NA	NA
2001	NA	NA
2002	NA	NA
2003	NA	NA

Source:

Indicator/Description:

Increased numbers of NGOs and CBOs working with at risk OVC.

Comments:

Performance Data Table

Fiscal Year: FY2003

Objective Name: The risk of HIV/AIDS transmission reduced through a model prevention program in a key region

Objective ID: 673-005

Approved: 2000-05-00

Country/Organization: USAID Namibia

Result Name: 2.4 Strengthened and improved capacity of institutions to plan and implement effective, coordinated and sustainable HIV/AIDS interventions in the target communities.

Indicator: Improved capacity of indigenous NGOs and CBOs to effectively implement OVC interventions in target communities.

Disaggregated By:

Unit of Measure: Increased numbers

Year	Planned	Actual
2000	NA	NA
2001	NA	NA
2002	NA	NA
2003	NA	NA

Source:

Indicator/Description:

Increased numbers of NGOs and CBOs working with at risk OVC.

Comments:

Performance Data Table

Fiscal Year: FY2003

Objective Name: The risk of HIV/AIDS transmission reduced through a model prevention program in a key region

Objective ID: 673-005

Approved: 2000-05-00

Country/Organization: USAID Namibia

Result Name: 2.4 Strengthened and improved capacity of institutions to plan and implement effective, coordinated and sustainable HIV/AIDS interventions in the target communities.

Indicator: Improved capacity of indigenous NGOs and CBOs to effectively implement OVC interventions in target communities.

Disaggregated By:

Unit of Measure: Increased numbers

Year	Planned	Actual
2000	NA	NA
2001	NA	NA
2002	NA	NA
2003	NA	NA

Source:

Indicator/Description:

Increased numbers of NGOs and CBOs working with at risk OVC.

Comments:

Performance Data Table

Fiscal Year: FY2003

Objective Name: The risk of HIV/AIDS transmission reduced through a model prevention program in a key region

Objective ID: 673-005

Approved: 2000-05-00

Country/Organization: USAID Namibia

Result Name: 3.2 Improved enabling environment, advocacy and coordination for HIV/AIDS mitigation at national and local levels.

Indicator: VCT, OVC and workplace policy guidelines or protocols being implemented in target communities

Disaggregated By:

Unit of Measure: Percentage of service providers

Year	Planned	Actual
2000	NA	NA
2001	NA	NA
2002	NA	NA
2003	NA	NA

Source:

Indicator/Description:

X percentage of service providers utilizing VCT, OVC and workplace policy, guideline or protocols in each target community.

Comments:

Performance Data Table

Fiscal Year: FY2003

Objective Name: The risk of HIV/AIDS transmission reduced through a model prevention program in a key region

Objective ID: 673-005

Approved: 2000-05-00

Country/Organization: USAID Namibia

Result Name: IR 5.3 Improved capacity of institutions to deliver effective HIV/AIDS interventions

Indicator: Increased contributions (in cash or in-kind) by private sector businesses to HIV/AIDS activities within programs and to community efforts

Disaggregated By:

Unit of Measure: \$ value

Year	Planned	Actual
2000(B)	NA	NA*
2001	NA	NA
2002	NA	NA
2003	NA	NA
2004	NA	NA
2005(T)	50,000	NA

Source:

Indicator/Description:

\$50,000

Comments:

Presumption is that there is no existing program by the private sector for contributions to NGO activities and/or community efforts.

Performance Data Table

Fiscal Year: FY2003

Objective Name: The risk of HIV/AIDS transmission reduced through a model prevention program in a key region

Objective ID: 673-005

Approved: 2000-05-00

Country/Organization: USAID Namibia

Result Name: 1. The risk of HIV/AIDS transmission reduced through a model prevention program in a key region

Indicator: Increased use of condoms with non-marital or non-cohabiting partners.

Disaggregated By:

Unit of Measure: Percent increase

Year	Planned	Actual
2000(B)	NA	NA*
2001	NA	NA
2002	NA	NA
2003	NA	NA
2004	NA	NA
2005(T)	+25	NA

Source:

Indicator/Description:

Percentage increase over baseline in those who used a condom at the last risky sexual act.

Comments:

* Baseline to be established

Performance Data Table

Fiscal Year: FY2003

Objective Name: The risk of HIV/AIDS transmission reduced through a model prevention program in a key region

Objective ID: 673-005

Approved: 2000-05-00

Country/Organization: USAID Namibia

Result Name: 2 Strengthened and improved capacity of institutions to plan and implement effective, coordinated and sustainable HIV/AIDS interventions in the target communities.

Indicator: Uniform training program for counseling using MoHSS guidelines and protocols established and functioning in the target communities.

Disaggregated By:

Unit of Measure: Percentage counselors

Year	Planned	Actual
2000	NA	NA
2001	NA	NA
2002	NA	NA
2003	NA	NA

Source:

Indicator/Description:

80% of counselors trained by program providing quality services using MoHSS guidelines and protocols.

Comments:

Baseline to be established.

Performance Data Table

Fiscal Year: FY2003

Objective Name: The risk of HIV/AIDS transmission reduced through a model prevention program in a key region

Objective ID: 673-005

Approved: 2000-05-00

Country/Organization: USAID Namibia

Result Name: 2 Strengthened and improved capacity of institutions to plan and implement effective, coordinated and sustainable HIV/AIDS interventions in the target communities.

Indicator: Uniform training program for counseling using MoHSS guidelines and protocols established and functioning in the target communities.

Disaggregated By:

Unit of Measure: Percentage counselors

Year	Planned	Actual
2000	NA	NA
2001	NA	NA
2002	NA	NA
2003	NA	NA

Source:

Indicator/Description:

80% of counselors trained by program providing quality services using MoHSS guidelines and protocols.

Comments:

Baseline to be established.

Performance Data Table

Fiscal Year: FY2003

Objective Name: The risk of HIV/AIDS transmission reduced through a model prevention program in a key region

Objective ID: 673-005

Approved: 2000-05-00

Country/Organization: USAID Namibia

Result Name: 2 Strengthened and improved capacity of institutions to plan and implement effective, coordinated and sustainable HIV/AIDS interventions in the target communities.

Indicator: Uniform training program for counseling using MoHSS guidelines and protocols established and functioning in the target communities.

Disaggregated By:

Unit of Measure: Percentage counselors

Year	Planned	Actual
2000	NA	NA
2001	NA	NA
2002	NA	NA
2003	NA	NA

Source:

Indicator/Description:

80% of counselors trained by program providing quality services using MoHSS guidelines and protocols.

Comments:

Baseline to be established.

RESOURCE REQUEST

A. Program Funding Requirements.

For FY 2003, USAID/Namibia requests \$8.0 million in program operating year budget funding and \$1.2 million in OE inclusive of ICASS funding. The request reflects a limited adjustment to the FY 2003 request contained in the Mission's CSP for 2000-2005, approved in May 2000. The adjustment is a requested increase in Child Survival & Disease (CSD) funding to respond effectively to the accelerating HIV/AIDS epidemic in Namibia, and an increase in democracy funding for SO 4.

A brief summary of strategic objective/special objective funding needs is provided below detailing Namibia's revised funding request by fiscal year. For FY 2002, there are two columns represented, one a "worst case scenario" presented in the BPBS, and two, the preferred Mission levels based on performance, pipeline and country need.

SO/SpO	FY 2001	FY 2002 (Base)	FY 2002 (Mission Request)	FY 2003
SO1	1,800	1,800	1,800	1,400
SO2	1,998	2,784	2,784	2,220
SO3	3,800	2,632	3,000	1,880
SO4	1,598	0	500	500
SpO	1,485	1,710	2,000	2,000
OYB Totals	10,681	8,926	10,084	8,000
OE Request Level	1,122	1,122	1,122	1,214
TOTAL OYB/OE	11,803	10,048	11,206	9,214

Strategic Objective 1: In 2000, SO1 transitioned from a program formerly focussed on human resources development to a private sector support program that will directly assist small and medium enterprises improve their regional and global competitiveness. This effort to create new jobs and generate new sources of income for HDNs is now in line with the country's highest development priority. While an interim assistance mechanism (IESC Cooperative Agreement) was awarded in late 2000, the core SO1 activity and partner organization has not yet begun implementation. The Mission plans a 4 year est. \$10 million contract buy-in (USAID Global Bureau's SEGIR IQC) to be competitively awarded to a U.S. organization in June or July. The Mission also expects to award a grant to Junior Achievement International during the same time frame. SO expenditures are projected to increase dramatically by Fall 2001, thereby reducing SO1's pipeline to an acceptable level.

Strategic Objective 2: The Mission has taken several steps to reduce the pipeline in SO2, including de-committing funds in a PASA with Peace Corps that had been slow-

disbursing. It is likely that these funds will go toward the core Basic Education activity and prime contractor, the Academy for Education in Development (AED), to support the Government as it seeks to mitigate the impact of HIV/AIDS on the education sector. Under the AED contract, management training efforts have intensified, the community involvement subgrant activity has come on line, and the number of short-term technical assistance assignments have dramatically increased. Because the AED contract is relatively new, SO2 expenditure rates should increase now in FY 2001.

Strategic Objective 3: SO3 is USAID/Namibia's best performing program. CBNRM has a community and people level impact in terms of broad-based economic growth, democracy and governance, and environmental conservation. This impact and the concrete results attained under this program are difficult to match in any other sector. However, original assumptions about the readiness of Namibian NGOs and the GRN to fully assume management of the overall program have had to be revised. It may take more time and additional effort on capacity building activities, as well as considering the possibility of extending World Wildlife Fund's involvement in the program. USAID also plans to intensify efforts to attract private sector investment in conservation tourism, as well as enhance the business and entrepreneurial skills of conservancy members. Securing adequate funding for SO3 given its performance and these factors, is a top priority for the Mission.

Strategic Objective 4: Notwithstanding the maturation and institutional growth of Namibia's Parliament and the significant role USAID assistance has played in that evolution, recent trends indicate that democracy in Namibia is not as firmly rooted as once believed. USAID seeks modest amounts of DG funding in FY 2002 and 2003 to protect investments made in the Parliament and to keep the window for civil society engagement as wide open as possible.

Special Objective 5: USAID/Namibia recognizes the intense demand for limited CSD/HIV/AIDS funding, however as one of the five countries most affected by the epidemic, the Mission requests AFR to consider all possible means for increasing the level of funding available to support Namibia's HIV/AIDS prevention and care activities. The requested levels are modest, given country need, the accelerating nature of the epidemic in Namibia, USAID's expanded geographic focus, as well as the recently added component for addressing the problems of orphans and vulnerable children -- which was not contemplated in the original design of the program. USAID's implementation approach consists of fast-disbursing interventions through buy-ins and add-ons to Global/PHN agreements and contracts.

B. OE Funding Requirements:

Although it is a comparatively small mission from the perspective of OYB, the tempo of operations and obligations, and the scope of the program at USAID Namibia has increased significantly during FY 2001. This is, in large part, due to the redesigning of Strategic Objective #1 and the development of the Special Objective created to combat

the HIV/AIDS epidemic in Namibia. Concurrent with these changes has been the requirement to eliminate one of USAID/Namibia's five USDH positions.

The implications for our workforce, both program-funded and OE-funded, have been dramatic. In order to contend with this increased workload, both USAID management and Mission staff have worked collaboratively toward the same goal of trying to better match the skills and desires of current staff with the new roles and requirements demanded of them. While one solution to the changing work requirements could have been the hiring of new FSN and/or USPSC staff, the Mission took a different approach -- stocktaking of the full range of employee skills and professional interests, office re-alignment and restructuring, desk audits, and position re-classifications. This has resulted in the elevation of senior FSNs to SO1 and SO 4 team leadership positions previously held by American staff, and several other intra-Mission transfers of personnel. The new structure approved by Mission management, also resulted in the deletion of the Program Officer position, merging the jobs formerly held by two USDHs into one position. USAID/Namibia will request Washington to re-classify the Program Officer position as a Supervisory Project Development Officer (BS-94), responsible for Mission program/project development oversight and supervision of one technical team. This position will be a de-facto deputy slot, with internal title of Assistant Mission Director.

The one major area of concern pertains to the Mission's as yet unsuccessful efforts to recruit a replacement USDH Executive Officer. Mission management hopes that a suitable officer can be identified by the end of FY 2001. In the interim, negotiations are currently underway to recruit a USPSC Executive Officer to work within the Mission for the remainder of this fiscal year. In the event, however, that USAID Namibia cannot staff this position with a USDH, the Mission would require additional OE funding in support of an offshore-funded USPSC Executive Officer commencing in FY 2002. The Mission would ask solely for that portion, typically centrally-funded out of USAID/Washington, for its USDH employees, i.e. salary.

ENV Sub-Directive Amounts for FY 2001 Request

COUNTRY:						
S.O. # , Title	Total	Global climate change	Biodiversity	Environmentally sound energy	Urban and pollution prevention	Natural resource management
SO 1:	0					
SO 2:	0					
SO 3:	0					
SO 4:	0					
SO 5:	0					
SO 6:	0					
SO 7:	0					
SO 8:	0					
TOTAL PROGRAM	0	0	0	0	0	0

[List of Objective ID numbers](#)

ENV Sub-Directive Amounts for FY 2002 Request

COUNTRY:						
S.O. # , Title	Total	Global climate change	Biodiversity	Environmentally sound energy	Urban and pollution prevention	Natural resource management
SO 1:	0					
SO 2:	0					
SO 3:	0					
SO 4:	0					
SO 5:	0					
SO 6:	0					
SO 7:	0					
SO 8:	0					
TOTAL PROGRAM	0	0	0	0	0	0

[List of Objective ID numbers](#)

ENV Sub-Directive Amounts for FY 2002 Alternate Request

COUNTRY:						
S.O. # , Title	Total	Global climate change	Biodiversity	Environmentally sound energy	Urban and pollution prevention	Natural resource management
SO 1:	0					
SO 2:	0					
SO 3:	0					
SO 4:	0					
SO 5:	0					
SO 6:	0					
SO 7:	0					
SO 8:	0					
TOTAL PROGRAM	0	0	0	0	0	0

[List of Objective ID numbers](#)

ENV Sub-Directive Amounts for FY 2003 Request

COUNTRY:						
S.O. # , Title	Total	Global climate change	Biodiversity	Environmentally sound energy	Urban and pollution prevention	Natural resource management
SO 1:	0					
SO 2:	0					
SO 3:	0					
SO 4:	0					
SO 5:	0					
SO 6:	0					
SO 7:	0					
SO 8:	0					
TOTAL PROGRAM	0	0	0	0	0	0

[List of Objective ID numbers](#)

CSD Sub-Directive Amounts for FY 2001 Request

COUNTRY:									
S.O. # , Title	Total	Child Survival/Maternal Health			Vulnerable Children		Other Infectious Diseases*		
		Primary causes	Polio	Micronutrients	DCOF	HIV/AIDS	TB	Malaria	"Other"
SO 1:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 2:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 3:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 4:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 5:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 6:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 7:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 8:									
CSD	0								
Other	0								
	0	0	0				0	0	0
Total CSD	0	0	0				0	0	0
Total Other	0	0	0				0	0	0
TOTAL PROGRAM	0	0	0				0	0	0

Note: All funding for Malaria should now come from Infectious Diseases

CSD Sub-Directive Amounts for FY 2002 Request

COUNTRY:									
S.O. # , Title	Total	Child Survival/Maternal Health			Vulnerable Children		Other Infectious Diseases*		
		Primary cause	Polio	Micronutrient	DCOF	HIV/AIDS	TB	Malaria	"Other"
SO 1:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 2:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 3:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 4:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 5: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Program									
CSD	225					225			
Other	0								
	225	0	0				0	0	0
SO 6:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 7:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 8:									
CSD	0								
Other	0								
	0	0	0				0	0	0
Total CSD	225	0	0			225	0	0	0
Total Other	0	0	0				0	0	0
TOTAL PROGRAM	225	0	0			225	0	0	0

Note: All funding for Malaria should now come from Infectious Diseases

CSD Sub-Directive Amounts for FY 2002 Alternate Request

COUNTRY:									
S.O. # , Title	Total	Child Survival/Maternal Health			Vulnerable Children		Other Infectious Diseases*		
		Primary causes	Polio	Micronutrients	DCOF	HIV/AIDS	TB	Malaria	"Other"
SO 1:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 2:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 3:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 4:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 5:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 6:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 7:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 8:									
CSD	0								
Other	0								
	0	0	0				0	0	0
Total CSD	0	0	0				0	0	0
Total Other	0	0	0				0	0	0
TOTAL PROGRAM	0	0	0				0	0	0

Note: All funding for Malaria should now come from Infectious Diseases

CSD Sub-Directive Amounts for FY 2003 Request

COUNTRY:									
S.O. # , Title	Total	Child Survival/Maternal Health			Vulnerable Children		Other Infectious Diseases*		
		Primary causes	Polio	Micronutrients	DCOF	HIV/AIDS	TB	Malaria	"Other"
SO 1:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 2:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 3:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 4:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 5:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 6:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 7:									
CSD	0								
Other	0								
	0	0	0				0	0	0
SO 8:									
CSD	0								
Other	0								
	0	0	0				0	0	0
Total CSD	0	0	0				0	0	0
Total Other	0	0	0				0	0	0
TOTAL PROGRAM	0	0	0				0	0	0

Note: All funding for Malaria should now come from Infectious Diseases

FY 2001 Budget Request by Program/Country

Fiscal Year: 2001 Program/Country:
 Approp: ESF
 Scenario:

FY 2001 Request															
S.O. # , Title	Starting Pipeline	Total	Agri-culture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival & Maternal Health (*)	Other Infectious Diseases (*)	HIV/AIDS (*)	Vulnerable Children (*)	Environ	D/G	Est. S.O. Expenditures	Est. S.O. Pipeline End of 2001
SO 1: Successful Democratic Transition Including Free and Fair Elections															
Bilateral		0						0							0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 2: Successful Transition from Relief to Recovery Through a Community Reintegration Program															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 3:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 4:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 5:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Bilateral	0	0	0	0	0	0	0	0	0	0		0	0	0	0
Total Field Suppo	0	0	0	0	0	0	0	0	0	0		0	0	0	0
TOTAL PROGRA	0	0	0	0	0	0	0	0	0	0		0	0	0	0

FY 2001 Request Agency Goal Totals	
Econ Growth	0
Democracy	0
HCD	0
PHN	0
Environment	0
GCC (from all Goals)	0

FY 2001 Account Distribution (DA only)	
DA Program Total	0
CSD Program Total	0
TOTAL	0

Prepare one set of tables for each Fiscal Year (FY2001, FY2002, FY2003)
 Prepare one set of tables for each appropriation Account
 Tables for DA and CSD may be combined on one table.
 For the DA/CSD Table, columns marked with (*) will be funded from the CSD Account.

FY 2002 Budget Request by Program/Country

Fiscal Year: 2002 Program/Country:
 Approp: ESF
 Scenario:

FY 2002 Request															
S.O. # , Title	Starting Pipeline	Total	Agri-culture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival & Maternal Health (*)	Other Infectious Diseases (*)	HIV/AIDS (*)	Vulnerable Children (*)	Environ	D/G	Est. S.O. Expenditures	Est. S.O. Pipeline End of 2002
SO 1: Successful Democratic Transition Including Free and Fair Elections															
Bilateral		0						0							0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 2: Successful Transition from Relief to Recovery Through a Community Reintegration Program															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 3:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 4:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 5:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Bilateral	0	0	0	0	0	0	0	0	0	0		0	0	0	0
Total Field Suppo	0	0	0	0	0	0	0	0	0	0		0	0	0	0
TOTAL PROGRA	0	0	0	0	0	0	0	0	0	0		0	0	0	0

FY 2002 Request Agency Goal Totals	
Econ Growth	0
Democracy	0
HCD	0
PHN	0
Environment	0
GCC (from all Goals)	0

FY 2002 Account Distribution (DA only)	
DA Program Total	0
CSD Program Total	0
TOTAL	0

Prepare one set of tables for each Fiscal Year (FY2001, FY2002, FY2003)
 Prepare one set of tables for each appropriation Account
 Tables for DA and CSD may be combined on one table.
 For the DA/CSD Table, columns marked with (*) will be funded from the CSD Account.

FY 2002 ALT Budget Request by Program/Country

Fiscal Year: 2002 ALT Program/Country:
 Approp: ESF
 Scenario:

FY 2002 ALT Request															
S.O. # , Title	Starting Pipeline	Total	Agri-culture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival & Maternal Health (*)	Other Infectious Diseases (*)	HIV/AIDS (*)	Vulnerable Children (*)	Environ	D/G	Est. S.O. Expenditures	Est. S.O. Pipeline End of 2002 ALT
SO 1: Successful Democratic Transition Including Free and Fair Elections															
Bilateral		0						0							0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 2: Successful Transition from Relief to Recovery Through a Community Reintegration Program															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 3:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 4:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 5:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Bilateral	0	0	0	0	0	0	0	0	0	0		0	0	0	0
Total Field Suppo	0	0	0	0	0	0	0	0	0	0		0	0	0	0
TOTAL PROGRA	0	0	0	0	0	0	0	0	0	0		0	0	0	0

FY 2002 ALT Request Agency Goal Totals

Econ Growth	0
Democracy	0
HCD	0
PHN	0
Environment	0
GCC (from all Goals)	0

FY 2002 ALT Account Distribution (DA only)

DA Program Total	0
CSD Program Total	0
TOTAL	0

Prepare one set of tables for each Fiscal Year (FY2001, FY2002, FY2003)

Prepare one set of tables for each appropriation Account

Tables for DA and CSD may be combined on one table.

For the DA/CSD Table, columns marked with (*) will be funded from the CSD Account.

FY 2003 Budget Request by Program/Country

Fiscal Year: 2003 Program/Country:
 Approp: ESF
 Scenario:

FY 2003 Request															
S.O. # , Title	Starting Pipeline	Total	Agri-culture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival & Maternal Health (*)	Other Infectious Diseases (*)	HIV/AIDS (*)	Vulnerable Children (*)	Environ	D/G	Est. S.O. Expenditures	Est. S.O. Pipeline End of 2003
SO 1: Successful Democratic Transition Including Free and Fair Elections															
Bilateral		0						0							0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 2: Successful Transition from Relief to Recovery Through a Community Reintegration Program															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 3:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 4:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 5:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Bilateral	0	0	0	0	0	0	0	0	0	0		0	0	0	0
Total Field Suppo	0	0	0	0	0	0	0	0	0	0		0	0	0	0
TOTAL PROGRA	0	0	0	0	0	0	0	0	0	0		0	0	0	0

FY 2003 Request Agency Goal Totals	
Econ Growth	0
Democracy	0
HCD	0
PHN	0
Environment	0
GCC (from all Goals)	0

FY 2003 Account Distribution (DA only)	
DA Program Total	0
CSD Program Total	0
TOTAL	0

Prepare one set of tables for each Fiscal Year (FY2001, FY2002, FY2003)
 Prepare one set of tables for each appropriation Account
 Tables for DA and CSD may be combined on one table.
 For the DA/CSD Table, columns marked with (*) will be funded from the CSD Account.

FY 2001 Budget Request by Program/Country

Fiscal Year: 2001 Program/Country: NAMIBIA
 Approp: DA/CSD
 Scenario:

FY 2001 Request															
S.O. # , Title	Starting Pipeline	Total	Agri-culture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival & Maternal Health (*)	Other Infectious Diseases (*)	HIV/AIDS (*)	Vulnerable Children (*)	Environ	D/G	Est. S.O. Expenditures	Est. S.O. Pipeline End of 2001
SO 1: Economic Empowerment of Historically Disadvantaged Namibian through Accelerated Private Sector Growth															
Bilateral	8,717	1,800		1,800				0						3,000	7,517
Field Spt		0												0	0
	8,717	1,800	0	1,800	0	0	0	0	0	0		0	0	3,000	7,517
SO 2: Improved Delivery of Quality Primary Education to Namibian Learners in Grades 1-4 in the Most Disadvantaged Schools															
Bilateral	9,596	1,998			1,998									2,300	9,294
Field Spt		0												0	0
	9,596	1,998	0	0	1,998	0	0	0	0	0		0	0	2,300	9,294
SO 3: Increased Benefits to Historically Disadvantaged Namibians from Sustainable Local Management of Natural Resources															
Bilateral	3,302	3,800										3,800		2,600	4,502
Field Spt		0												0	0
	3,302	3,800	0	0	0	0	0	0	0	0		3,800	0	2,600	4,502
SO 4: Increased Accountability of Parliament to All Namibians															
Bilateral	1,806	858											858	1,200	1,464
Field Spt		740												740	0
	1,806	1,598	0	0	0	0	0	0	0	0		0	1,598	1,940	1,464
SPO: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region															
Bilateral	244	1,145								1,135				1,135	254
Field Spt		340								350				350	(10)
	244	1,485	0	0	0	0	0	0	0	1,485		0	0	1,485	244
SO 6:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0		0	0	0	0
SO 7:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0		0	0	0	0
SO 8:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0		0	0	0	0
Total Bilateral	23,665	9,601	0	1,800	1,998	0	0	0	0	1,135		3,800	858	10,235	23,031
Total Field Suppo	0	1,080	0	0	0	0	0	0	0	350		0	740	1,090	(10)
TOTAL PROGRA	23,665	10,681	0	1,800	1,998	0	0	0	0	1,485		3,800	1,598	11,325	23,021

FY 2001 Request Agency Goal Totals

Econ Growth	1,800
Democracy	1,598
HCD	1,998
PHN	1,485
Environment	3,800
GCC (from all Goals)	0

FY 2001 Account Distribution (DA only)

DA Program Total	7,198
CSD Program Total	3,483
TOTAL	10,681

Prepare one set of tables for each Fiscal Year (FY2001, FY2002, FY2003)

Prepare one set of tables for each appropriation Account

Tables for DA and CSD may be combined on one table.

For the DA/CSD Table, columns marked with (*) will be funded from the CSD Account.

FY 2002 Budget Request by Program/Country

Fiscal Year: 2002 Program/Country: NAMIBIA
 Approp: DA/CSD
 Scenario:

FY 2002 Request															
S.O. # , Title	Starting Pipeline	Total	Agri-culture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival & Maternal Health (*)	Other Infectious Diseases (*)	HIV/AIDS (*)	Vulnerable Children (*)	Environ	D/G	Est. S.O. Expenditures	Est. S.O. Pipeline End of 2002
SO 1: Economic Empowerment of Historically Disadvantaged Namibian through Accelerated Private Sector Growth															
Bilateral	7,517	1,800		1,800				0						3,000	6,317
Field Spt		0												0	0
	7,517	1,800	0	1,800	0	0	0	0	0	0		0	0	3,000	6,317
SO 2: Improved Delivery of Quality Primary Education to Namibian Learners in Grades 1-4 in the Most Disadvantaged Schools															
Bilateral	9,044	2,784			2,784									2,600	9,228
Field Spt		0												0	0
	9,044	2,784	0	0	2,784	0	0	0	0	0		0	0	2,600	9,228
SO 3: Increased Benefits to Historically Disadvantaged Namibians from Sustainable Local Management of Natural Resources															
Bilateral	5,266	2,632										2,632		3,700	4,198
Field Spt		0												0	0
	5,266	2,632	0	0	0	0	0	0	0	0		2,632	0	3,700	4,198
SO 4: Increased Accountability of Parliament to All Namibians															
Bilateral	2,664	0												1,000	1,664
Field Spt		0												0	0
	2,664	0	0	0	0	0	0	0	0	0		0	0	1,000	1,664
SPO: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region															
Bilateral	244	1,710								1,485	225			1,954	0
Field Spt		0												0	0
	244	1,710	0	0	0	0	0	0	0	1,485	225	0	0	1,954	0
SO 6:															
Bilateral		0													0
Field Spt		0												0	0
	0	0	0	0	0	0	0	0	0	0		0	0	0	0
SO 7:															
Bilateral		0													0
Field Spt		0												0	0
	0	0	0	0	0	0	0	0	0	0		0	0	0	0
SO 8:															
Bilateral		0													0
Field Spt		0												0	0
	0	0	0	0	0	0	0	0	0	0		0	0	0	0
Total Bilateral	24,735	8,926	0	1,800	2,784	0	0	0	0	1,485	225	2,632	0	12,254	21,407
Total Field Suppo	0	0	0	0	0	0	0	0	0	0		0	0	0	0
TOTAL PROGRA	24,735	8,926		1,800	2,784	0	0	0	0	1,485	225	2,632	0	12,254	21,407

FY 2002 Request Agency Goal Totals

Econ Growth	1,800
Democracy	0
HCD	2,784
PHN	1,710
Environment	2,632
GCC (from all Goals)	0

FY 2002 Account Distribution (DA only)

DA Program Total	4,432
CSD Program Total	4,494
TOTAL	8,926

Prepare one set of tables for each Fiscal Year (FY2001, FY2002, FY2003)

Prepare one set of tables for each appropriation Account

Tables for DA and CSD may be combined on one table.

For the DA/CSD Table, columns marked with (*) will be funded from the CSD Account.

FY 2002 ALT Budget Request by Program/Country

Fiscal Year: 2002 ALT Program/Country:

Approp: DA/CSD

Scenario:

FY 2002 ALT Request															
S.O. # , Title	Starting Pipeline	Total	Agri-culture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival & Maternal Health (*)	Other Infectious Diseases (*)	HIV/AIDS (*)	Vulnerable Children (*)	Environ	D/G	Est. S.O. Expenditures	Est. S.O. Pipeline End of 2002 ALT
SO 1: Economic Empowerment of Historically Disadvantaged Namibian through Accelerated Private Sector Growth															
Bilateral	7,517	1,800		1,800				0						3,000	6,317
Field Spt		0												0	0
	7,517	1,800	0	1,800	0	0	0	0	0	0		0	0	3,000	6,317
SO 2: Improved Delivery of Quality Primary Education to Namibian Learners in Grades 1-4 in the Most Disadvantaged Schools															
Bilateral	9,044	2,784			2,784									2,600	9,228
Field Spt		0												0	0
	9,044	2,784	0	0	2,784	0	0	0	0	0		0	0	2,600	9,228
SO 3: Increased Benefits to Historically Disadvantaged Namibians from Sustainable Local Management of Natural Resources															
Bilateral	5,266	3,000										3,000		3,700	4,566
Field Spt		0												0	0
	5,266	3,000	0	0	0	0	0	0	0	0		3,000	0	3,700	4,566
SO 4: Increased Accountability of Parliament to All Namibians															
Bilateral	2,664	500											500	1,000	2,164
Field Spt		0												0	0
	2,664	500	0	0	0	0	0	0	0	0		0	500	1,000	2,164
SPO: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region															
Bilateral	244	2,000								2,000				1,954	290
Field Spt		0												0	0
	244	2,000	0	0	0	0	0	0	0	2,000		0	0	1,954	290
SO 6:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0		0	0	0	0
SO 7:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0		0	0	0	0
SO 8:															
Bilateral		0													0
Field Spt		0													0
	0	0	0	0	0	0	0	0	0	0		0	0	0	0
Total Bilateral	24,735	10,084	0	1,800	2,784	0	0	0	0	2,000		3,000	500	12,254	22,565
Total Field Suppo	0	0	0	0	0	0	0	0	0	0		0	0	0	0
TOTAL PROGRA	24,735	10,084	0	1,800	2,784	0	0	0	0	2,000		3,000	500	12,254	22,565

FY 2002 ALT Request Agency Goal Totals

Econ Growth	1,800
Democracy	500
HCD	2,784
PHN	2,000
Environment	3,000
GCC (from all Goals)	0

FY 2002 ALT Account Distribution (DA only)

DA Program Total	5,300
CSD Program Total	4,784
TOTAL	10,084

Prepare one set of tables for each Fiscal Year (FY2001, FY2002, FY2003)

Prepare one set of tables for each appropriation Account

Tables for DA and CSD may be combined on one table.

For the DA/CSD Table, columns marked with (*) will be funded from the CSD Account.

FY 2003 Budget Request by Program/Country

Fiscal Year: 2003 Program/Country:
 Approp: DA/CSD
 Scenario:

FY 2003 Request															
S.O. # , Title	Starting Pipeline	Total	Agri-culture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival & Maternal Health (*)	Other Infectious Diseases (*)	HIV/AIDS (*)	Vulnerable Children (*)	Environ	D/G	Est. S.O. Expenditures	Est. S.O. Pipeline End of 2003
SO 1: Economic Empowerment of Historically Disadvantaged Namibian through Accelerated Private Sector Growth															
Bilateral	6,317	1,400		1,400				0						3,000	4,717
Field Spt		0												0	0
	6,317	1,400	0	1,400	0	0	0	0	0	0		0	0	3,000	4,717
SO 2: Improved Delivery of Quality Primary Education to Namibian Learners in Grades 1-4 in the Most Disadvantaged Schools															
Bilateral	9,228	2,220			2,220									2,400	9,048
Field Spt		0												0	0
	9,228	2,220	0	0	2,220	0	0	0	0	0		0	0	2,400	9,048
SO 3: Increased Benefits to Historically Disadvantaged Namibians from Sustainable Local Management of Natural Resources															
Bilateral	4,198	1,880										1,880		2,400	3,678
Field Spt		0												0	0
	4,198	1,880	0	0	0	0	0	0	0	0		1,880	0	2,400	3,678
SO 4: Increased Accountability of Parliament to All Namibians															
Bilateral		500											500	500	0
Field Spt		0												0	0
	0	500	0	0	0	0	0	0	0	0		0	500	500	0
SPO: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region															
Bilateral	0	2,000								2,000				2,000	0
Field Spt		0												0	0
	0	2,000	0	0	0	0	0	0	0	2,000		0	0	2,000	0
SO 6:															
Bilateral		0													0
Field Spt		0												0	0
	0	0	0	0	0	0	0	0	0	0		0	0	0	0
SO 7:															
Bilateral		0													0
Field Spt		0												0	0
	0	0	0	0	0	0	0	0	0	0		0	0	0	0
SO 8:															
Bilateral		0													0
Field Spt		0												0	0
	0	0	0	0	0	0	0	0	0	0		0	0	0	0
Total Bilateral	19,743	8,000	0	1,400	2,220	0	0	0	0	2,000		1,880	500	10,300	17,443
Total Field Suppo	0	0	0	0	0	0	0	0	0	0		0	0	0	0
TOTAL PROGRA	19,743	8,000		1,400	2,220	0	0	0	0	2,000		1,880	500	10,300	17,443

FY 2003 Request Agency Goal Totals

Econ Growth	1,400
Democracy	500
HCD	2,220
PHN	2,000
Environment	1,880
GCC (from all Goals)	0

FY 2003 Account Distribution (DA only)

DA Program Total	3,780
CSD Program Total	4,220
TOTAL	8,000

Prepare one set of tables for each Fiscal Year (FY2001, FY2002, FY2003)

Prepare one set of tables for each appropriation Account

Tables for DA and CSD may be combined on one table.

For the DA/CSD Table, columns marked with (*) will be funded from the CSD Account.

Washington and Overseas Workforce Tables

Org USAID/Namibia End of year On-Board								Total SO/SpO	Org. Mgmt.	Fin. Mgmt	Admin. Mgmt	Con- tract	Legal	All Other	Total Mgmt.	Total Staff
FY 2001 Estimate	SO 1	SO 2	SO 3	SO 4	SO 5	SpO1	SpO2									
OE Funded: 1/																
U.S. Direct Hire	0.3	0.2	0.1	0.3		0.4		1.3	1		1			0.7	2.7	4
Other U.S. Citizens								0							0	0
FSN/TCN Direct Hire								0		1					1	1
Other FSN/TCN								0	0.5	4	11			3.5	19	19
Subtotal	0.3	0.2	0.1	0.3	0	0.4	0	1.3	1.5	5	12	0	0	4.2	22.7	24
Program Funded 1/																
U.S. Citizens		1	1					2							0	2
FSNs/TCNs	3	1	1.5			1.5		7							0	7
Subtotal	3	2	2.5	0	0	1.5	0	9	0	0	0	0	0	0	0	9
Total Direct Workforce	3.3	2.2	2.6	0.3	0	1.9	0	10.3	1.5	5	12	0	0	4.2	22.7	33
TAACS						1		1							0	1
Fellows								0							0	0
NEPs								0							0	0
Subtotal	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1
TOTAL WORKFORCE	3.3	2.2	2.6	0.3	0	2.9	0	11.3	1.5	5	12	0	0	4.2	22.7	34

Washington and Overseas Workforce Tables

Org USAID/Namibia End of year On-Board								Total SO/SpO	Org. Mgmt.	Fin. Mgmt	Admin. Mgmt	Con- tract	Legal	All Other	Total Mgmt.	Total Staff
FY 2002 Target	SO 1	SO 2	SO 3	SO 4	SO 5	SpO1	SpO2									
OE Funded: 1/																
U.S. Direct Hire	0.3	0.2	0.1	0.3			0.4	1.3	1		1			0.7	2.7	4
Other U.S. Citizens								0							0	0
FSN/TCN Direct Hire								0		1					1	1
Other FSN/TCN								0	0.5	4	11			3.5	19	19
Subtotal	0.3	0.2	0.1	0.3	0	0.4	0	1.3	1.5	5	12	0	0	4.2	22.7	24
Program Funded 1/																
U.S. Citizens		1	1					2							0	2
FSNs/TCNs	3	1	1.5				1.5	7							0	7
Subtotal	3	2	2.5	0	0	1.5	0	9	0	0	0	0	0	0	0	9
Total Direct Workforce	3.3	2.2	2.6	0.3	0	1.9	0	10.3	1.5	5	12	0	0	4.2	22.7	33
TAACS							1	1							0	1
Fellows								0							0	0
IDs								0							0	0
Subtotal	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1
TOTAL WORKFORCE	3.3	2.2	2.6	0.3	0	2.9	0	11.3	1.5	5	12	0	0	4.2	22.7	34

Washington and Overseas Workforce Tables

Org USAID/Namibia End of year On-Board								Total SO/SpO Staff	Org. Mgmt.	Fin. Mgmt	Admin. Mgmt	Con- tract	Legal	All Other	Total Mgmt.	Total Staff
FY 2003 Target	SO 1	SO 2	SO 3	SO 4	SO 5	SpO1	SpO2									
OE Funded: 1/																
U.S. Direct Hire	0.3	0.2	0.1	0.3		0.4		1.3	1		1			0.7	2.7	4
Other U.S. Citizens								0							0	0
FSN/TCN Direct Hire								0		1					1	1
Other FSN/TCN								0	0.5	4	11			3.5	19	19
Subtotal	0.3	0.2	0.1	0.3	0	0.4	0	1.3	1.5	5	12	0	0	4.2	22.7	24
Program Funded 1/																
U.S. Citizens		1	1					2							0	2
FSNs/TCNs	3	1	1.5			1.5		7							0	7
Subtotal	3	2	2.5	0	0	1.5	0	9	0	0	0	0	0	0	0	9
Total Direct Workforce	3.3	2.2	2.6	0.3	0	1.9	0	10.3	1.5	5	12	0	0	4.2	22.7	33
TAACS	1							1							0	1
Fellows								0							0	0
IDIs								0							0	0
Subtotal	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1
TOTAL WORKFORCE	3.3	2.2	2.6	0.3	0	2.9	0	11.3	1.5	5	12	0	0	4.2	22.7	34

Washington and Overseas Workforce Tables

Org USAID/Namibia End of year On-Board								Total SO/SpO Staff						Total Mgmt.	Total Staff	
FY 2003 Request	SO 1	SO 2	SO 3	SO 4	SO 5	SpO1	SpO2		Org. Mgmt.	Fin. Mgmt	Admin. Mgmt	Con- tract	Legal	All Other		
OE Funded: 1/ U.S. Direct Hire Other U.S. Citizens FSN/TCN Direct Hire Other FSN/TCN	0.3	0.2	0.1	0.3		0.4		1.3 0 0 0	1		1			0.7	2.7 0 1 19	4 0 1 19
Subtotal	0.3	0.2	0.1	0.3	0	0.4	0	1.3	1.5	5	12	0	0	4.2	22.7	24
Program Funded 1/ U.S. Citizens FSNs/TCNs Subtotal		1 3	1 1	1.5		1.5		2 7 9							0 0 0	2 7 9
Total Direct Workforce	3.3	2.2	2.6	0.3	0	1.9	0	10.3	1.5	5	12	0	0	4.2	22.7	33
TAACS Fellows IDIs Subtotal						1		1 0 0							0 0 0	1 0 0
TOTAL WORKFORCE	3.3	2.2	2.6	0.3	0	2.9	0	11.3	1.5	5	12	0	0	4.2	22.7	34

USDH Staffing Requirements by Backstop, FY 2001 - FY 2004

Mission:

USAID/Namibia

Occupational Backstop (BS)	Number of USDH Employees in Backstop in:			
	FY 2001	FY 2002	FY 2003	FY 2004
Senior Management				
SMG - 01	1	1	1	1
Program Management				
Program Mgt - 02				
Project Dvpm Officer - 94	1	1	1	1
Support Management				
EXO - 03	1	1	1	1
Controller - 04				
Legal - 85				
Commodity Mgt. - 92				
Contract Mgt. - 93				
Sector Management				
Agriculture - 10 & 14				
Economics - 11				
Democracy - 12				
Food for Peace - 15				
Private Enterprise - 21				
Engineering - 25				
Environment - 40 & 75				
Health/Pop. - 50	1	1	1	1
Education - 60				
Total	4	4	4	4

GDOs: If you have a position that is currently designated a BS-12 GDO, list that position under the occupational backstop that most closely reflects the skills needed for the position.
RUDOs: do not forget to include those who were in UE-funded RUDO positions.
 remaining **IDIs:** list under the occupational Backstop for the work they do.

Please e-mail this worksheet in Excel to: Maribeth Zankowski@HR.PPIM@aidw and to M. Cary Kauffman@HR.PPIM@aidw as well as include it with your R4 submission.

OPERATING EXPENSES

Org. Title: NAMIBIA													
Org. No: 673		FY 2001 Estimate			FY 2002 Target			FY 2003 Target			FY 2003 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
11.1	Personnel compensation, full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.1	Base Pay & pymt. for annual leave balances - FNDH	36.2		36.2	39.8		39.8	43.8		43.8	43.8		43.8
	Subtotal OC 11.1	36.2	0.0	36.2	39.8	0.0	39.8	43.8	0.0	43.8	43.8	0.0	43.8
11.3	Personnel comp. - other than full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.3	Base Pay & pymt. for annual leave balances - FNDH			0.0			0.0			0.0			0.0
	Subtotal OC 11.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
11.5	Other personnel compensation	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.5	USDH			0.0			0.0			0.0			0.0
11.5	FNDH			0.0			0.0			0.0			0.0
	Subtotal OC 11.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
11.8	Special personal services payments	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.8	USPSC Salaries	55.8		55.8	92.9		92.9	95.7		95.7	95.7		95.7
11.8	FN PSC Salaries	336.3		336.3	343.8		343.8	379.1		379.1	379.1		379.1
11.8	IPA/Details-In/PASAs/RSSAs Salaries			0.0			0.0			0.0			0.0
	Subtotal OC 11.8	392.1	0.0	392.1	436.7	0.0	436.7	474.8	0.0	474.8	474.8	0.0	474.8
12.1	Personnel benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	USDH benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	Educational Allowances	32.4		32.4	54.1		54.1	62.1		62.1	62.1		62.1
12.1	Cost of Living Allowances			0.0			0.0			0.0			0.0
12.1	Home Service Transfer Allowances			0.0			0.0			0.0			0.0
12.1	Quarters Allowances			0.0			0.0			0.0			0.0
12.1	Other Misc. USDH Benefits	1.4		1.4	0.7		0.7			0.0			0.0
12.1	FNDH Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	* Payments to FSN Voluntary Separation Fund - FNDH			0.0			0.0			0.0			0.0
12.1	Other FNDH Benefits	3.6		3.6	4.0		4.0	4.4		4.4	4.4		4.4
12.1	US PSC Benefits			0.0			0.0			0.0			0.0
12.1	FN PSC Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	* Payments to FSN Voluntary Separation Fund - FN PSC			0.0			0.0			0.0			0.0
12.1	Other FN PSC Benefits	37.1		37.1	40.6		40.6	44.5		44.5	44.5		44.5
12.1	IPA/Detail-In/PASA/RSSA Benefits			0.0			0.0			0.0			0.0
	Subtotal OC 12.1	74.5	0.0	74.5	99.5	0.0	99.5	111.0	0.0	111.0	111.0	0.0	111.0
13.0	Benefits for former personnel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13.0	FNDH	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13.0	Severance Payments for FNDH			0.0			0.0			0.0			0.0
13.0	Other Benefits for Former Personnel - FNDH			0.0			0.0			0.0			0.0

OPERATING EXPENSES

Org. Title: NAMIBIA		FY 2001 Estimate			FY 2002 Target			FY 2003 Target			FY 2003 Request		
Org. No: 673													
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
13.0	FN PSCs	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13.0	Severance Payments for FN PSCs			0.0			0.0			0.0			0.0
13.0	Other Benefits for Former Personnel - FN PSCs			0.0			0.0			0.0			0.0
	Subtotal OC 13.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
21.0	Travel and transportation of persons	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21.0	Training Travel	35.7		35.7	30.1		30.1	33.2		33.2	33.2		33.2
21.0	Mandatory/Statutory Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21.0	Post Assignment Travel - to field	12.0		12.0	1.6		1.6			0.0			0.0
21.0	Assignment to Washington Travel	6.3		6.3			0.0			0.0			0.0
21.0	Home Leave Travel			0.0	16.7		16.7	28.0		28.0	28.0		28.0
21.0	R & R Travel	14.7		14.7	26.6		26.6	15.2		15.2	15.2		15.2
21.0	Education Travel			0.0			0.0			0.0			0.0
21.0	Evacuation Travel			0.0			0.0			0.0			0.0
21.0	Retirement Travel			0.0			0.0			0.0			0.0
21.0	Pre-Employment Invitational Travel			0.0			0.0			0.0			0.0
21.0	Other Mandatory/Statutory Travel	2.0		2.0	2.2		2.2	2.4		2.4	2.4		2.4
21.0	Operational Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21.0	Site Visits - Headquarters Personnel	20.5		20.5	15.3		15.3	15.7		15.7	15.7		15.7
21.0	Site Visits - Mission Personnel	14.9		14.9	7.4		7.4	8.1		8.1	8.1		8.1
21.0	Conferences/Seminars/Meetings/Retreats	30.2		30.2	18.7		18.7	20.6		20.6	20.6		20.6
21.0	Assessment Travel			0.0			0.0			0.0			0.0
21.0	Impact Evaluation Travel			0.0			0.0			0.0			0.0
21.0	Disaster Travel (to respond to specific disasters)			0.0			0.0			0.0			0.0
21.0	Recruitment Travel			0.0			0.0			0.0			0.0
21.0	Other Operational Travel	10.5		10.5	6.3		6.3	6.9		6.9	6.9		6.9
	Subtotal OC 21.0	146.7	0.0	146.7	124.9	0.0	124.9	130.1	0.0	130.1	130.1	0.0	130.1
22.0	Transportation of things	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
22.0	Post assignment freight	45.0		45.0	15.0		15.0			0.0			0.0
22.0	Home Leave Freight			0.0	8.8		8.8	14.5		14.5	14.5		14.5
22.0	Retirement Freight			0.0			0.0			0.0			0.0
22.0	Transportation/Freight for Office Furniture/Equip.	1.3		1.3	4.5		4.5	10.4		10.4	10.4		10.4
22.0	Transportation/Freight for Res. Furniture/Equip.	3.6		3.6	2.2		2.2	3.8		3.8	3.8		3.8
	Subtotal OC 22.0	49.9	0.0	49.9	30.5	0.0	30.5	28.7	0.0	28.7	28.7	0.0	28.7
23.2	Rental payments to others	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.2	Rental Payments to Others - Office Space	110.8		110.8	121.9		121.9	134.1		134.1	134.1		134.1
23.2	Rental Payments to Others - Warehouse Space	9.7		9.7	10.2		10.2	11.7		11.7	11.7		11.7
23.2	Rental Payments to Others - Residences	9.0		9.0	9.9		9.9	10.8		10.8	10.8		10.8

OPERATING EXPENSES

Org. Title: NAMIBIA												
Org. No: 673												
OC	FY 2001 Estimate			FY 2002 Target			FY 2003 Target			FY 2003 Request		
	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
Subtotal OC 23.2	129.5	0.0	129.5	141.9	0.0	141.9	156.6	0.0	156.6	156.6	0.0	156.6
23.3 Communications, utilities, and miscellaneous charges	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.3 Office Utilities	9.1		9.1	10.0		10.0	11.0		11.0	11.0		11.0
23.3 Residential Utilities	16.1		16.1	17.7		17.7	19.5		19.5	19.5		19.5
23.3 Telephone Costs	21.6		21.6	23.8		23.8	26.2		26.2	26.2		26.2
23.3 IT Software Leases			0.0			0.0			0.0			0.0
23.3 IT Hardware Lease			0.0			0.0			0.0			0.0
23.3 Commercial Time Sharing			0.0			0.0			0.0			0.0
23.3 Postal Fees (Other than APO Mail)	0.2		0.2	0.2		0.2	0.2		0.2	0.2		0.2
23.3 Other Mail Service Costs			0.0			0.0			0.0			0.0
23.3 Courier Services	3.9		3.9	4.3		4.3	4.8		4.8	4.8		4.8
Subtotal OC 23.3	51.0	0.0	51.0	56.1	0.0	56.1	61.7	0.0	61.7	61.7	0.0	61.7
24.0 Printing and Reproduction			0.0			0.0			0.0			0.0
Subtotal OC 24.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
25.1 Advisory and assistance services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.1 Studies, Analyses, & Evaluations			0.0			0.0			0.0			0.0
25.1 Management & Professional Support Services			0.0			0.0			0.0			0.0
25.1 Engineering & Technical Services			0.0			0.0			0.0			0.0
Subtotal OC 25.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
25.2 Other services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.2 Office Security Guards	8.4		8.4	9.2		9.2	10.1		10.1	10.1		10.1
25.2 Residential Security Guard Services	1.4		1.4	2.1		2.1	2.4		2.4	2.4		2.4
25.2 Official Residential Expenses			0.0			0.0			0.0			0.0
25.2 Representation Allowances	0.7		0.7	0.7		0.7	0.7		0.7	0.7		0.7
25.2 Non-Federal Audits			0.0			0.0			0.0			0.0
25.2 Grievances/Investigations			0.0			0.0			0.0			0.0
25.2 Insurance and Vehicle Registration Fees	0.3		0.3	0.4		0.4	0.4		0.4	0.4		0.4
25.2 Vehicle Rental			0.0			0.0			0.0			0.0
25.2 Manpower Contracts	14.5		14.5	15.9		15.9	17.5		17.5	17.5		17.5
25.2 Records Declassification & Other Records Services			0.0			0.0			0.0			0.0
25.2 Recruiting activities	2.0		2.0	2.2		2.2	2.4		2.4	2.4		2.4
25.2 Penalty Interest Payments			0.0			0.0			0.0			0.0
25.2 Other Miscellaneous Services	6.6		6.6	7.3		7.3	8.0		8.0	8.0		8.0
25.2 Staff training contracts	5.0		5.0	5.5		5.5	6.1		6.1	6.1		6.1
25.2 IT related contracts			0.0			0.0			0.0			0.0
Subtotal OC 25.2	38.9	0.0	38.9	43.3	0.0	43.3	47.6	0.0	47.6	47.6	0.0	47.6

OPERATING EXPENSES

Org. Title: NAMIBIA												
Org. No: 673												
OC	FY 2001 Estimate			FY 2002 Target			FY 2003 Target			FY 2003 Request		
	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
25.3 Purchase of goods and services from Government accounts	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.3 ICASS	45.0		45.0	46.4		46.4	47.7		47.7	47.7		47.7
25.3 All Other Services from Other Gov't. accounts			0.0			0.0			0.0			0.0
Subtotal OC 25.3	45.0	0.0	45.0	46.4	0.0	46.4	47.7	0.0	47.7	47.7	0.0	47.7
25.4 Operation and maintenance of facilities	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.4 Office building Maintenance	6.5		6.5	5.5		5.5	6.1		6.1	6.1		6.1
25.4 Residential Building Maintenance	32.5		32.5	8.3		8.3	9.1		9.1	9.1		9.1
Subtotal OC 25.4	39.0	0.0	39.0	13.8	0.0	13.8	15.1	0.0	15.1	15.1	0.0	15.1
25.6 Medical Care												
Subtotal OC 25.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
25.7 Operation/maintenance of equipment & storage of goods	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.7 IT and telephone operation and maintenance costs	11.8		11.8	13.0		13.0	14.3		14.3	14.3		14.3
25.7 Storage Services			0.0			0.0			0.0			0.0
25.7 Office Furniture/Equip. Repair and Maintenance	6.5		6.5	7.4		7.4	8.1		8.1	8.1		8.1
25.7 Vehicle Repair and Maintenance	5.5		5.5	6.1		6.1	6.7		6.7	6.7		6.7
25.7 Residential Furniture/Equip. Repair and Maintenance	4.5		4.5	3.6		3.6	4.0		4.0	4.0		4.0
Subtotal OC 25.7	28.3	0.0	28.3	30.0	0.0	30.0	33.0	0.0	33.0	33.0	0.0	33.0
25.8 Subsistence & spt. of persons (by contract or Gov't.)			0.0			0.0			0.0			0.0
Subtotal OC 25.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
26.0 Supplies and materials	22.6		22.6	18.2		18.2	20.0		20.0	20.0		20.0
Subtotal OC 26.0	22.6		22.6	18.2	0.0	18.2	20.0	0.0	20.0	20.0	0.0	20.0
31.0 Equipment	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
31.0 Purchase of Residential Furniture/Equip.	4.0		4.0	4.6		4.6	7.7		7.7	7.7		7.7
31.0 Purchase of Office Furniture/Equip.	10.9		10.9	8.5		8.5	6.5		6.5	6.5		6.5
31.0 Purchase of Vehicles			0.0	11.0		11.0			0.0			0.0
31.0 Armoring of Vehicles			0.0			0.0			0.0			0.0
31.0 Purchase of Printing/Graphics Equipment	3.9		3.9	3.0		3.0	9.0		9.0	9.0		9.0
31.0 IT Hardware purchases	39.0		39.0	9.5		9.5	13.1		13.1	13.1		13.1
31.0 IT Software purchases	7.7		7.7	4.5		4.5	8.0		8.0	8.0		8.0
Subtotal OC 31.0	65.4	0.0	65.4	41.1	0.0	41.1	44.3	0.0	44.3	44.3	0.0	44.3
32.0 Lands and structures	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		

OPERATING EXPENSES

Org. Title: NAMIBIA												
Org. No: 673												
OC	FY 2001 Estimate			FY 2002 Target			FY 2003 Target			FY 2003 Request		
	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
32.0 Purchase of Land & Buildings (& bldg. construction)			0.0			0.0			0.0			0.0
32.0 Purchase of fixed equipment for buildings	2.9		2.9			0.0			0.0			0.0
32.0 Purchase of fixed security equipment for buildings			0.0			0.0			0.0			0.0
32.0 Building Renovations/Alterations - Office			0.0			0.0			0.0			0.0
32.0 Building Renovations/Alterations - Residential			0.0			0.0			0.0			0.0
Subtotal OC 32.0	2.9	0.0	2.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
42.0 Claims and indemnities			0.0			0.0			0.0			0.0
Subtotal OC 42.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL BUDGET	1,122.0	0.0	1,122.0	1,122.0	0.0	1,122.0	1,214.4	0.0	1,214.4	1,214.4	0.0	1,214.4

Additional Mandatory Information

Dollars Used for Local Currency Purchases	<u>920.0</u>		<u>920.0</u>		<u>995.8</u>		995.8
Exchange Rate Used in Computations	<u>7.7</u>	-	<u>7.7</u>	-	<u>7.7</u>	-	7.7

* If data is shown on either of these lines, you MUST submit the form showing deposits to and withdrawals from the FSN Voluntary Separation Fund.
On that form, OE funded deposits must equal:

0.0	0.0	0.0
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Organization: NAMIBIA

Foreign National Voluntary Separation Account									
Action	FY 2001			FY 2002			FY 2003		
	OE	Program	Total	OE	Program	Total	OE	Program	Total
Deposits			0.0			0.0			0.0
Withdrawals			0.0			0.0			0.0

Local Currency Trust Funds - Regular				
	FY 2001 Estimate	FY 2002 Target	FY 2003 Target	FY 2003 Request
Balance Start of Year				
Obligations				
Deposits				
Balance End of Year	0.0	0.0	0.0	0.0

Exchange Rate

Local Currency Trust Funds - Real Property				
	FY 2001 Estimate	FY 2002 Target	FY 2003 Target	FY 2003 Request
Balance Start of Year				
Obligations				
Deposits				
Balance End of Year	0.0	0.0	0.0	0.0

Exchange Rate

Cost of Controller Operations

Org. Title: <u> </u> USAID/NAMIBIA													
Org. No: <u> </u> 673													
OC		FY 2001 Estimate			FY 2002 Target			FY 2003 Target			FY 2003 Request		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
11.1	Personnel compensation, full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.1	Base Pay & pymt. for annual leave balances - FNDH	36.2		36.2	39.8		39.8	43.8		43.8	43.8		43.8
	Subtotal OC 11.1	36.2	0.0	36.2	39.8	0.0	39.8	43.8	0.0	43.8	43.8	0.0	43.8
11.3	Personnel comp. - other than full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.3	Base Pay & pymt. for annual leave balances - FNDH			0.0			0.0			0.0			0.0
	Subtotal OC 11.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
11.5	Other personnel compensation	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.5	USDH			0.0			0.0			0.0			0.0
11.5	FNDH			0.0			0.0			0.0			0.0
	Subtotal OC 11.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
11.8	Special personal services payments	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.8	USPSC Salaries			0.0			0.0			0.0			0.0
11.8	FN PSC Salaries	53.9		53.9	59.2		59.2	65.2		65.2	65.2		65.2
11.8	IPA/Details-In/PASAs/RSSAs Salaries			0.0			0.0			0.0			0.0
	Subtotal OC 11.8	53.9	0.0	53.9	59.2	0.0	59.2	65.2	0.0	65.2	65.2	0.0	65.2
12.1	Personnel benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	USDH benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	Educational Allowances	11.0		11.0	12.1		12.1	13.3		13.3	13.3		13.3
12.1	Cost of Living Allowances			0.0			0.0			0.0			0.0
12.1	Home Service Transfer Allowances			0.0			0.0			0.0			0.0
12.1	Quarters Allowances			0.0			0.0			0.0			0.0
12.1	Other Misc. USDH Benefits			0.0			0.0			0.0			0.0
12.1	FNDH Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	* Payments to FSN Voluntary Separation Fund - FNDH			0.0			0.0			0.0			0.0
12.1	Other FNDH Benefits	3.6		3.6	4.0		4.0	4.4		4.4	4.4		4.4
12.1	US PSC Benefits			0.0			0.0			0.0			0.0
12.1	FN PSC Benefits	6.2		6.2	6.9		6.9	7.6		7.6	7.6		7.6
12.1	* Payments to FSN Voluntary Separation Fund - FN PSC			0.0			0.0			0.0			0.0
12.1	Other FN PSC Benefits			0.0			0.0			0.0			0.0
12.1	IPA/Detail-In/PASA/RSSA Benefits			0.0			0.0			0.0			0.0
	Subtotal OC 12.1	20.9	0.0	20.9	22.9	0.0	22.9	25.2	0.0	25.2	25.3	0.0	25.3
13.0	Benefits for former personnel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13.0	FNDH	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13.0	Severance Payments for FNDH			0.0			0.0			0.0			0.0
13.0	Other Benefits for Former Personnel - FNDH			0.0			0.0			0.0			0.0

Cost of Controller Operations

Org. Title: <u>USAID/NAMIBIA</u>													
Org. No: <u>673</u>													
OC		FY 2001 Estimate			FY 2002 Target			FY 2003 Target			FY 2003 Request		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
13.0	FN PSCs	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13.0	Severance Payments for FN PSCs			0.0			0.0			0.0			0.0
13.0	Other Benefits for Former Personnel - FN PSCs			0.0			0.0			0.0			0.0
	Subtotal OC 13.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
21.0	Travel and transportation of persons	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21.0	Training Travel	5.4		5.4	5.9		5.9	6.5		6.5	6.5		6.5
21.0	Mandatory/Statutory Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21.0	Post Assignment Travel - to field			0.0			0.0			0.0			0.0
21.0	Assignment to Washington Travel			0.0			0.0			0.0			0.0
21.0	Home Leave Travel			0.0			0.0			0.0			0.0
21.0	R & R Travel			0.0	4.8		4.8			0.0			0.0
21.0	Education Travel			0.0			0.0			0.0			0.0
21.0	Evacuation Travel			0.0			0.0			0.0			0.0
21.0	Retirement Travel			0.0			0.0			0.0			0.0
21.0	Pre-Employment Invitational Travel			0.0			0.0			0.0			0.0
21.0	Other Mandatory/Statutory Travel			0.0			0.0			0.0			0.0
21.0	Operational Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21.0	Site Visits - Headquarters Personnel			0.0			0.0			0.0			0.0
21.0	Site Visits - Mission Personnel	1.5		1.5	1.6		1.6	1.8		1.8	1.8		1.8
21.0	Conferences/Seminars/Meetings/Retreats	1.9		1.9	2.1		2.1	2.3		2.3	2.3		2.3
21.0	Assessment Travel			0.0			0.0			0.0			0.0
21.0	Impact Evaluation Travel			0.0			0.0			0.0			0.0
21.0	Disaster Travel (to respond to specific disasters)			0.0			0.0			0.0			0.0
21.0	Recruitment Travel			0.0			0.0			0.0			0.0
21.0	Other Operational Travel	1.9		1.9	2.1		2.1	2.3		2.3	2.3		2.3
	Subtotal OC 21.0	10.7	0.0	10.7	16.5	0.0	16.5	12.9	0.0	12.9	12.9	0.0	12.9
22.0	Transportation of things	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
22.0	Post assignment freight			0.0			0.0			0.0			0.0
22.0	Home Leave Freight			0.0			0.0			0.0			0.0
22.0	Retirement Freight			0.0			0.0			0.0			0.0
22.0	Transportation/Freight for Office Furniture/Equip.	0.3		0.3	0.9		0.9	2.1		2.1	2.1		2.1
22.0	Transportation/Freight for Res. Furniture/Equip.	0.7		0.7	0.4		0.4	0.8		0.8	0.8		0.8
	Subtotal OC 22.0	1.0	0.0	1.0	1.3	0.0	1.3	2.8	0.0	2.8	2.8	0.0	2.8
23.2	Rental payments to others	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.2	Rental Payments to Others - Office Space	9.4		9.4	10.3		10.3	11.4		11.4	11.4		11.4
23.2	Rental Payments to Others - Warehouse Space	0.5		0.5	0.5		0.5	0.6		0.6	0.6		0.6
23.2	Rental Payments to Others - Residences	9.0		9.0	9.9		9.9	10.8		10.8	10.8		10.8

Cost of Controller Operations

Org. Title: USAID/NAMIBIA												
Org. No: 673												
OC	FY 2001 Estimate			FY 2002 Target			FY 2003 Target			FY 2003 Request		
	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
Subtotal OC 23.2	18.8	0.0	18.8	20.7	0.0	20.7	22.7	0.0	22.7	22.7	0.0	22.7
23.3 Communications, utilities, and miscellaneous charges	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.3 Office Utilities	0.9		0.9	1.0		1.0	1.1		1.1	1.1		1.1
23.3 Residential Utilities	1.3		1.3	1.4		1.4	1.6		1.6	1.6		1.6
23.3 Telephone Costs	3.1		3.1	3.4		3.4	3.7		3.7	3.7		3.7
23.3 IT Software Leases			0.0			0.0			0.0			0.0
23.3 IT Hardware Lease			0.0			0.0			0.0			0.0
23.3 Commercial Time Sharing			0.0			0.0			0.0			0.0
23.3 Postal Fees (Other than APO Mail)	0.0		0.0	0.0		0.0	0.0		0.0	0.0		0.0
23.3 Other Mail Service Costs			0.0			0.0			0.0			0.0
23.3 Courier Services	0.6		0.6	0.6		0.6	0.7		0.7	0.7		0.7
Subtotal OC 23.3	5.8	0.0	5.8	6.4	0.0	6.4	7.1	0.0	7.1	7.1	0.0	7.1
24.0 Printing and Reproduction			0.0			0.0			0.0			0.0
Subtotal OC 24.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
25.1 Advisory and assistance services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.1 Studies, Analyses, & Evaluations			0.0			0.0			0.0			0.0
25.1 Management & Professional Support Services			0.0			0.0			0.0			0.0
25.1 Engineering & Technical Services			0.0			0.0			0.0			0.0
Subtotal OC 25.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
25.2 Other services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.2 Office Security Guards	1.5		1.5	1.3		1.3	1.5		1.5	1.5		1.5
25.2 Residential Security Guard Services	0.2		0.2	0.4		0.4	0.4		0.4	0.4		0.4
25.2 Official Residential Expenses			0.0			0.0			0.0			0.0
25.2 Representation Allowances			0.0			0.0			0.0			0.0
25.2 Non-Federal Audits			0.0			0.0			0.0			0.0
25.2 Grievances/Investigations			0.0			0.0			0.0			0.0
25.2 Insurance and Vehicle Registration Fees	0.1		0.1	0.1		0.1	0.1		0.1	0.1		0.1
25.2 Vehicle Rental			0.0			0.0			0.0			0.0
25.2 Manpower Contracts	1.4		1.4	1.5		1.5	1.7		1.7	1.7		1.7
25.2 Records Declassification & Other Records Services			0.0			0.0			0.0			0.0
25.2 Recruiting activities			0.0			0.0			0.0			0.0
25.2 Penalty Interest Payments			0.0			0.0			0.0			0.0
25.2 Other Miscellaneous Services	0.9		0.9	1.0		1.0	1.1		1.1	1.1		1.1
25.2 Staff training contracts	0.6		0.6	0.7		0.7	0.7		0.7	0.7		0.7
25.2 IT related contracts			0.0			0.0			0.0			0.0
Subtotal OC 25.2	4.7	0.0	4.7	5.0	0.0	5.0	5.4	0.0	5.4	5.4	0.0	5.4

Cost of Controller Operations

Org. Title: <u> </u> USAID/NAMIBIA													
Org. No: <u> </u> 673		FY 2001 Estimate			FY 2002 Target			FY 2003 Target			FY 2003 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
25.3	Purchase of goods and services from Government accounts	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.3	ICASS	5.5		5.5	5.6		5.6	5.8		5.8	5.8		5.8
25.3	All Other Services from Other Gov't. accounts			0.0			0.0			0.0			0.0
	Subtotal OC 25.3	5.5	0.0	5.5	5.6	0.0	5.6	5.8	0.0	5.8	5.8	0.0	5.8
25.4	Operation and maintenance of facilities	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.4	Office building Maintenance	0.6		0.6	0.5		0.5	0.6		0.6	0.6		0.6
25.4	Residential Building Maintenance	0.6		0.6	0.7		0.7	0.7		0.7	0.7		0.7
	Subtotal OC 25.4	1.2	0.0	1.2	1.2	0.0	1.2	1.3	0.0	1.3	1.3	0.0	1.3
25.6	Medical Care												
	Subtotal OC 25.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
25.7	Operation/maintenance of equipment & storage of goods	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.7	IT and telephone operation and maintenance costs	1.8		1.8	2.0		2.0	2.2		2.2	2.2		2.2
25.7	Storage Services			0.0			0.0			0.0			0.0
25.7	Office Furniture/Equip. Repair and Maintenance	0.7		0.7	1.1		1.1	1.2		1.2	1.2		1.2
25.7	Vehicle Repair and Maintenance	0.8		0.8	0.9		0.9	1.0		1.0	1.0		1.0
25.7	Residential Furniture/Equip. Repair and Maintenance	0.8		0.8	0.6		0.6	0.7		0.7	0.7		0.7
	Subtotal OC 25.7	4.0	0.0	4.0	4.6	0.0	4.6	5.0	0.0	5.0	5.0	0.0	5.0
25.8	Subsistance & spt. of persons (by contract or Gov't.)			0.0			0.0			0.0			0.0
	Subtotal OC 25.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
26.0	Supplies and materials	5.1		5.1	4.1		4.1	4.5		4.5	4.5		4.5
	Subtotal OC 26.0	5.1	0.0	5.1	4.1	0.0	4.1	4.5	0.0	4.5	4.5	0.0	4.5
31.0	Equipment	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
31.0	Purchase of Residential Furniture/Equip.			0.0			0.0			0.0			0.0
31.0	Purchase of Office Furniture/Equip.			0.0			0.0			0.0			0.0
31.0	Purchase of Vehicles			0.0			0.0			0.0			0.0
31.0	Armoring of Vehicles			0.0			0.0			0.0			0.0
31.0	Purchase of Printing/Graphics Equipment			0.0			0.0			0.0			0.0
31.0	IT Hardware purchases	8.9		8.9	0.7		0.7	0.8		0.8	0.8		0.8
31.0	IT Software purchases	1.8		1.8	0.9		0.9	0.9		0.9	0.9		0.9
	Subtotal OC 31.0	10.6	0.0	10.6	1.6	0.0	1.6	1.7	0.0	1.7	1.7	0.0	1.7
32.0	Lands and structures	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		

Cost of Controller Operations

Org. Title: <u> </u> USAID/NAMIBIA Org. No: <u> </u> 673												
OC	FY 2001 Estimate			FY 2002 Target			FY 2003 Target			FY 2003 Request		
	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
32.0 Purchase of Land & Buildings (& bldg. construction)			0.0			0.0			0.0			0.0
32.0 Purchase of fixed equipment for buildings			0.0			0.0			0.0			0.0
32.0 Purchase of fixed security equipment for buildings			0.0			0.0			0.0			0.0
32.0 Building Renovations/Alterations - Office			0.0			0.0			0.0			0.0
32.0 Building Renovations/Alterations - Residential			0.0			0.0			0.0			0.0
Subtotal OC 32.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
42.0 Claims and indemnities			0.0			0.0			0.0			0.0
Subtotal OC 42.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL BUDGET	178.2	0.0	178.2	188.9	0.0	188.9	203.5	0.0	203.5	203.5	0.0	203.5

Additional Mandatory Information

Dollars Used for Local Currency Purchases	<u>169.9</u>		<u>178.9</u>		<u>191.4</u>
Exchange Rate Used in Computations	<u>7.7</u>	-	<u>7.7</u>	-	<u>7.7</u>

* If data is shown on either of these lines, you MUST submit the form showing deposits to and withdrawals from the FSN Voluntary Separation Fund.
On that form, OE funded deposits must equal:

0.0	0.0	0.0
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Accessing Global Bureau Services Through Field Support and Buy-Ins

Objective Name	Field Support and Buy-Ins: Activity Title & Number	Priority *	Duration	Estimated Funding (\$000)			
				FY 2002		FY 2003	
				Obligated by:		Obligated by:	
				Operating Unit	Global Bureau	Operating Unit	Global Bureau
SO 1	G/EGAD Global Technology Network	High		100		100	
SO 1	G/EGAD SEGIR Competitiveness	High		1,500		1,500	
SO 2	N/A						
SO 3	N/A						
SO 4	G/DG Civil Society IQC	Medium High			250		500
SpO	GPHN FHI/IMPACT	High		1,500		1,400	
SpO	G/PHN	High		500		350	
SpO	G/PHN CEDPA	High				250	
GRAND TOTAL.....							

* For Priorities use high, medium-high, medium, medium-low, low

Information Annex Topic: Environmental Impact**Component One: Plan for new or amended initial environmental examinations for the coming fiscal year.**

There are no new or amended initial environmental examinations planned for the coming year. An amended Categorical Exclusion for the new Special Objective 1: To mitigate the impact of HIV/AIDS in targeted areas of Namibia, was approved March 14, 2001. USAID/Namibia will be initiating activities under SO#1 and SO#3 that will possibly need an EIA. Under SO#1, the Mission is supporting entrepreneurs in the area of charcoal and briquette manufacturing and in bonding re-cycled cardboard. In SO#3 a Congressional Earmark for Cheetah conservation will initiate a project to improve habitat for the indigenous biota through an economic solution of harvesting encroached bush. The Mission has contacted REDSO's Environmental Officer, who is expected to conduct a TDY within the next month.

Component Two: Environmental Compliance.

All USAID/Namibia activities are in compliance with their corresponding initial environmental examinations and categorical exclusions.

**INITIAL ENVIRONMENTAL EXAMINATION
OR
CATEGORICAL EXCLUSION**

PROGRAM/ACTIVITY/PROJECT DATA:**Program/Activity Number:** 673-0005**Country/Region:** Namibia/Africa**S.O./Program/Activity/Project Title:** **Special Objective 1:** To mitigate the impact of HIV/AIDS in targeted areas of Namibia.**Funding Begin:** FY 2000 **Funding End:** FY 2005 **LOP Amount:** \$ 6,500,000**IEE Prepared By:** Gary Cohen **Current Date:** March 1, 2001**CE/IEE Amendment (Y/N):** Y **Date & No.:** : 12/22/99, 30 Namibia SPO1.iew**ENVIRONMENTAL ACTION RECOMMENDED:** (Place X where applicable)Categorical Exclusion: X Negative Determination: Positive Determination: Deferral: **ADDITIONAL ELEMENTS:** (Place X where applicable)EMEMP: CONDITIONS PVO/NGO: X **SUMMARY OF FINDINGS:**

This is an amendment to the previous Categorical Exclusion approved by AID/W. This CE is recommended pursuant to 22 CFR 216.2 (c)(1)(i) and 22 CFR 216.2(c)(2)(i) and (iii) for the Special Objective (SpO) 1 "To mitigate the impact of HIV/AIDS in targeted areas of Namibia." This SpO meets the criteria for Categorical Exclusion in accordance with to 22 CFR 216.2 (c)(1)(i) and 22 CFR 216.2(c)(2)(i) and (iii) and therefore is excluded from further review. The SpO

- does not have an effect on the natural or physical environment (c)(1)(i);
- focuses on HIV/AIDS education, and behavior change activities through the provision of specialized technical assistance and training, (c)(2)(i) and;
- provides funds for HIV/AIDS analyses, studies, training, research and workshops/meetings (c)(2)(iii).

Changes made to the design of this program since the last approved CE include:

(1) a change from a migrant trucker only target group along the Namibian coast to a broader section of Namibian citizens including youth and the private sector (management and labor), and (2) a broader geographical focus from the coast to more regions of Namibia in the north.

This SpO will assist Namibia in reducing the risks and behaviors associated with the spread of HIV/AIDS. This assistance will be implemented in three targeted regions in Namibia (Erongo, Khomas, Oshana) and will focus on target groups of youth and labor in those regions. Technical assistance at the national and municipal levels will be provided for impact assessments and strategic planning to address the impact of HIV/AIDS on workforce, public service requirements, social and economic factors.

This SpO will be accomplished through a package of activities which will improve coordination, policy and enabling environment for HIV/AIDS at national and local levels; strengthen and improve capacity of institutions to plan and implement effective interventions; and promote safer sexual behavior among youth and labor groups in the targeted regions. The SpO emphasizes NGO strengthening and corporate social responsibility in providing HIV/AIDS information services in the workplace.

The HIV/AIDS Special Objective 1 Team and the USAID/Namibia environmental officer will continually monitor program activities for Regulation 216 compliance.

See Attachment 1 to this Categorical Exclusion for addition information on SpO 1.

APPROVAL OF CATEGORICAL EXCLUSION:**CLEARANCE:**

Mission Director: _____
Diana Swain

Date: _____

CONCURRENCE:

Africa Bureau Environmental
Officer: _____
Carl M. Gallegos

Date: 3/14/2001.

Approved: X.

Disapproved: _____

File No. 31 Namibia SO1 Mitigate HIV/AIDS (AID/W)

ADDITIONAL CLEARANCES:**REDSO/ESA**

Environmental Officer: _____/s/_____
Walter Knausenberger

Date: 2 March 2001

Drafted/Cleared: USAID/Namibia Environmental Officer

_____/s/_____
Gary Cohen

Date: 26 February 2001

**ATTACHMENT 1
REQUEST FOR CATEGORICAL EXCLUSION
ADDITIONAL INFORMATION ON HIV/AIDS SPO 1**

USAID/Namibia Special Objective 1: To mitigate the impact of HIV/AIDS in targeted areas of Namibia.

Namibia is among the five most affected countries in the world in terms of HIV prevalence, estimated at over 20 percent. Although the first cases of HIV were confirmed in 1986, the vast majority of cases have been reported over the last few years, with a sudden increase in prevalence over the last four years. Recognizing that HIV infection and AIDS deaths are significantly under-reported, UNAIDS/WHO estimates indicate that at the end of 1999 the number of Namibians living with HIV/AIDS aged 15-49 was 160,000 although reported cases were about 68,000. Women account for 54% of those cases. The Draft 2000 Sentinel Site Surveillance Survey report of pregnant women at antenatal clinics indicates prevalence in excess of 30% in Katima Mulilo and Windhoek. Oshakati and Walvis Bay had prevalence rates of 28%. These figures would seem to confirm the Second National Development Plan assumptions that the epidemic is worsening in Namibia.

SpO results at the SpO level will include:

Within the three targeted geographic areas, HIV prevalence among 15-49 age group areas will not increase as rapidly as it would without the program; and the percentage of orphans and vulnerable children enrolled in school will increase.

The SpO Intermediate Results are:

IR1: Improved coordination, policy and enabling environment for HIV/AIDS mitigation at national and local levels

Includes: impact assessment and strategic planning for targeted municipalities and Ministry of Health and Social Services (MoHSS); issuance by MoHSS and implementation in targeted regions of policy, guidelines and protocols for voluntary counseling and testing programs; improved coordination by all partners and stakeholders in the targeted regions.

IR2: Strengthened and improved capacity of institutions to plan and implement effective, coordinated and sustainable HIV/AIDS interventions in targeted areas

Includes: Assistance to Youth Forums in targeted regions for HIV/AIDS information/peer education/referral services and behavioral change activities; assistance to business and labor groups for establishment of peer education/information/referral services in workplaces; enhanced training capacity for counselors needed for voluntary counseling and testing sites.

IR.3: Safer Sexual behavior among youth and labor groups through proven interventions

Includes: Motivational efforts to encourage targeted youth and labor/management groups reduce the number of sexual partners and to use condoms with non-regular sex partners.

SpO activities will be grouped as follows:

- 1. Behavior change communication, training, motivation for youth and labor, in communities and workplaces**
- 2. Assistance to coordinating bodies at the municipal and regional levels so that all partners and stakeholders are involved HIV/AIDS programming. Impact assessments, policy support and strategic planning technical assistance to the Ministry of Health and Social Services and to the three targeted municipalities. Development of a program of excellence for training counselors for voluntary counseling and testing programs. Note: No USAID funds will be used for blood testing programs. USAID will provide training to counselors only.**
- 5. Sustainability/strengthening NGOs involved in HIV/AIDS programs.**
- 6. Assistance in analysis of health care finance and policy issues to introduce cost-effective HIV/AIDS treatment guidelines and protocols.**

Information Annex Topic: E&E R4 Detailed Budget Information

Information Annex Topic: Global Climate Change

Information Annex Topic: Greater Horn of Africa Initiative

Information Annex Topic: Non-presence Countries (npcs)

SO 2 Success Stories

- **New M&E Capacity in MBESC:** "The M&E activities under the grant has had significant impact on the M&E and planning activities of the Ministry. There is clear evidence of the grant contributions having become part of the daily operations of the MBESC." (MBESC official).
- **Parents Empowered for School Support:** BES II's first visit to Katima Mulilo BES II site-based school graphically illustrated progress in reaching BES II targets and the significance of the region's efforts at program improvement. The fruits of the labors of Katima's School Support Teams, who have participated fully in the project's planning and training sessions, are clearly evident in the schools, classrooms, and communities. In the visited schools, parent involvement is clearly underway with specific activities. The parents at Ngoma Primary School voiced appreciation for the opportunity to participate in specific school improvement activities, and displayed their eager willingness to be constructively and positively involved; previously they have only been invited to the school to help solve disciplinary problems or contribute money to the school fund. At Okahao parents have joined together to voice their concerns for the first time about their children's reading skills and have requested MBESC assistance for guiding them in how parents can assist children with reading at home. At Bukalo, parents demonstrated their support by donating time and labor for school projects, and are prepared to take part in other school development activities.
- **Successful school support team established:** Following the first visit to Eloo School, all school support team members (advisory teacher, circuit inspector, and BES II advisor and consultant) felt discouraged and that there was little hope for positive change. Three parents, one teacher, and the principal participated in the information session that was meant to launch the development of a school improvement plan. The principal seemed unsure of how to proceed and somewhat unwilling to identify his school's strengths and weaknesses and to include the parents and teachers in any discussions of that nature. In subsequent months of Saturday meetings with as many as fifteen and twenty parents and teachers, the principal and his staff are clearly working cooperatively with the parents with the following results:
 - a) a plan for improving learner attendance has been developed and carried out with active involvement of the parent leaders;
 - b) teachers are working in groups after school to develop learner centered lesson plans;
 - c) one teacher's skill in using continuous assessment in her classroom is being used as a training model; and
 - d) parents/school board members take great pride in the improvements they see at the school.
- **NIED has new sustainable policy for maintaining and upgrading its IT systems.** When the project arrived at NIED, it found that NIED very generously allowed all external projects to access NIED's computer network free of charge. This meant that projects did not have to pay for Internet connectivity, for e-mail, or even for use of

NIED printers. While this access was saving projects thousands of dollars a year, most of the projects were unwilling to assist NIED in maintaining and upgrading this network at times when NIED was having trouble. LearnLink, therefore, recommended that NIED begin charging all outside projects a flat fee for access to the NIED network. While this still represents a substantial cost savings for projects, it gives NIED a steady source of income to put towards its IT equipment and network. Further, as payments are made to NIED's trust fund, it significantly reduces the time needed to procure items that would be necessary under normal GRN tendering processes. As many IT purchases are needed to solve problems, this further ensures a more reliable computer system at NIED.

- **HIV/AIDS**

- **Getting the message out on HIV/AIDS: Working with MBESC policy makers,** LearnLink staff designed HIV/AIDS mousepads to be distributed to all computer users in the MBESC and Colleges of Education and NGO partners.

- **The Education Sector tackles HIV/AIDS**

High Level Education Ministerial Officials held a successful HIV/AIDS Planning Workshop in the coastal town of Swakopmund. The officials scrutinized the current HIV/AIDS strategic plan and developed new goals, objectives and an action plan that will guide the two Ministries of Education in addressing HIV/AIDS pandemic in the education sector. This workshop decided to transform the current two HIV/AIDS Adhoc committees into full time HIV/AIDS management units that will be staffed and resourced by the two the ministries.

- **Five MBESC Policy Makers receive advanced degrees**

Ministry of Basic Education, Sports and Culture Ministry officials acquired much needed skills in economics of education, school mapping and data collection. The officials were part of a group supported by USAID to ensure a creation of a pool of qualified ministry planners and education administrators. The research work produced by these officials provided the ministry with additional information to fit into the current educational strategies for Namibia.

#KHOADI //HOAS Conservancy as Opportunity Provider

Since its registration in 1998, the #Khoadi //hoas Conservancy has made important strides in its development as a representative and accountable community level decision-making body. It has expanded its scope of authority beyond wildlife and tourism management to include basic land use planning and integration of wildlife and tourism with local livestock farming. It has resolved conflicts and competition with other locally based authorities (such as the traditional leadership) through strategies of co-optation and negotiation. With its parent body, the Grootberg Farmers' Union (GFU), the conservancy reached out to youth and women and launched a forum to bring together local groups and committees for community development.

The conservancy has mobilized internal and external resources (human and financial) to support its activities, and is increasingly coordinating service provision by external agencies through its own vision and development planning. It has successfully raised funds for a small livestock-breeding program, pilot efforts to protect water points from elephant damage, and for a community campsite. It has established a network of environmental shepherds who not only monitor wildlife, but serve as channels of communication between the conservancy and its members and also on behalf of the GFU. The conservancy is currently negotiating the transfer of the Hobatere tourism concession from the government and has negotiated a trophy-hunting contract. Members benefit from the distribution of meat. The conservancy is building up funds in order to initiate local development projects, including a soup kitchen for pensioners.

Unlike several other conservancies in Namibia, the conservancy has reached this stage without long-term direct support from an NGO. However, it received technical assistance from two American Fulbright Scholars for one year who assisted with conservancy formation. Following registration USAID has provided increasing support through the LIFE Project, including funding for the conservancy's current technical adviser and the environmental shepherds (channeled through CAN) as well as advice and technical inputs where requested.

The conservancy's progress can be partly attributed to the type of support it has received which can be characterized as "light touch facilitation" without large funding for infrastructure. But it is also due to the motivation and organization of its leadership, which largely overlaps with that of the GFU. Good participation from members is facilitated through its link with the GFU (e.g. sharing dates and venue for their AGMs). The conservancy committee has also been willing to learn from its mistakes. The process for negotiating the current hunting contract was far more transparent and open than for the previous contract, which was negotiated by one or two committee members alone. The committee has taken steps to improve its communication with members following a survey which highlighted this as a problem. With continued support the conservancy should be well-placed to manage its own affairs on behalf of its members and should continue to provide opportunities and services to conservancy communities.

Kunene Conservancies Build Advocacy Skills through Negotiating Conflicts

Representative from 14 registered and emerging conservancies in the Kunene Region (Northwestern Namibia) requested a special meeting with USAID to discuss political conflicts that had the potential of undermining the conservancy development activities in the area. Representing over 500 conservancy members, they came to refute a letter to the Prime Minister requesting that the local NGO activities be stopped. A small group of people led by one chief had written the letter accusing mismanagement of activities by the NGO. This delegation wanted USAID to know that the majority of the people in Kunene supported the conservancy development and wanted it continued. They all had very positive experiences with the NGO, especially in the area of management of natural resources. If the program was halted, they were afraid that poaching would increase and there would be mass destruction of trees and other environmental resources. In turn, this would lead to a decrease in tourism in the area, which would undermine developmental gains from the past 10 years.

The delegation of 14 had already been to the Office of the Prime Minister, and supporting Windhoek based NGOs to plead their case. They were very articulate in their discussion about the case and very resolute in their resolutions. It was very impressive to see this group of communal leaders handle this delicate political issue in a professional manner.

As a result of the delegation's work, the chief was removed by the local tribal authorities, the NGO remains in the areas and continues to work with communities in the development of stronger conservancies.

Janet Matota wins more than an award

Janet did not smile as she curtsied shyly while accepted the Namibia Nature Foundation Environmental Award from Director Chris Brown. But if you knew Janet, she was smiling proudly inside and very pleased that her work had been recognized by a national organization.

Janet has worked for almost 10 years for Namibia's CBNRM program. She started as a Resource Monitor, with the local NGO Integrated Rural Development and Nature Conservation (IRDNC), helping community women manage the resources they use for eating, dying, basket making and thatching. She gained much respect from the women and from her colleagues at IRDNC. Soon she was promoted to Project Manager for the Community Based Natural Resources Management (CBNRM) Program in Caprivi. Janet has been highly successful in ensuring that women are not just part of CBNRM, but that they plan an increasingly active role in resource management and decision-making at all levels.

Her work has contributed to the formation of conservancies in the Caprivi, dissemination of information, project planning, the development of sustainable harvesting techniques for natural materials and most important, to the generation of income by women through

natural resource based initiatives. Janet is a strong team player within the community, with her colleagues in IRDNC and within the overall national CBNRM program. Janet is a role model for her area and for the country as a whole. Her environmental award is symbolic of the respect she has won from the communities in which she works.

Janet will use the award money to pay schools fees for her daughter, but wants to save some of the award to realize her dream of furthering her own education.

Democracy works in Namibia

To ensure that Namibia's nascent political system develops in a manner that includes a healthy system of checks and balances, USAID/Namibia's Democracy and Governance strategy has been directed at strengthening the legislative branch of government, with a specific emphasis on building the institutional capacities of the Parliament and improving the functional skills of Parliamentarians. With USAID-funded assistance, the Namibian parliament has established a functioning committee system; begun to conduct hearings on key legislation and issues of public interest; established a Parliamentary Research Center with a local area computer network; increased its capacity to produce outreach and informational materials for the media and public, and improved the ability of its members to analyze legislation.

Perhaps most encouraging is the increasing openness and number of opportunities that have been created for interaction between the Parliament and civil society. USAID has helped to facilitate this development through a small grants facility that is linked to the legislative strengthening program. Through this activity, the Parliament made space available on its premises for Katutura Community Radio, a USAID-funded grantee and one of the more important voices of Namibia's disadvantaged community. KCR's broadcasts have done much to improve citizen awareness of Parliamentary responsibilities and actions. USAID has also drawn on this facility to provide support for the Namibian Women's Manifesto Network, helping to bring together under one umbrella a number of organizations throughout the country concerned with the welfare of women and children. This national advocacy network has organized marches and rallies at the Parliament; presented petitions to Parliamentarians; and reached out to the public through press conferences and interviews in the electronic media.

While the Namibian parliament has yet to become an effective check on executive power, there is among the parliamentarians a growing professionalism and sense of institutional pride, an increasing respect for the voices of civil society, and a deepening understanding of the responsibilities they hold as representatives of the Namibian people.

Parliamentarians work in Namibia

USAID support to Parliament has resulted in MPs acquiring increasing knowledge and skills to review legislation and to debate legislative matters. Before the introduction of the USAID-funded legislative strengthening program, there was no bill or government report review by the constituency-based National Council. Now, for example, the MPs in the Council have requested the Auditor General to refer expenditure reports to them for further review and action. This demonstrates a growing understanding of their role in the budget process. During this year's budget debate, MPs raised substantive issues and arguments on budget allocations - this is a major shift from the previous practice of making political statements alone. It is very significant that the National Council Committee on Regional Development and Reports rejected the Communal Land Bill after

it had been referred to the House. The Bill was subsequently remanded to the National Assembly with perfecting amendments to the legislative draft document. Currently, a joint committee composed of Members of both Houses is reviewing the amendments for consideration. This rejection of the Bill in its initial form by the National Council shows an increased maturation of the Council's parliamentary committees. It also demonstrates a deeper understanding by that body of its role as the House of Review and the importance of its contributions to bills with serious regional impact.

Prior to USAID assistance to Parliament, effectively very few bills were tabled in Parliament and there were no committees to review legislation and call for public hearings. Namibian citizens offered no input into the legislative review process and legislation was rubber-stamped. The USAID-supported legislative strengthening program to the Parliament has changed this situation and resulted in the formation of several effective technical standing Committees (budget, natural resources, economics) that review pending legislation. In the past year, 28 such bills have been tabled in the National Assembly, seven of which were referred to committees. The Parliament now has a well functioning committee system that receives technical input from extra-Parliamentary sources, NGOs and other expert bodies. In the past year, 15 bills received public comment that have effected amendments to the legislation. The USAID-initiated processes and system are producing intended results.

Inter-Agency Collaboration in the Fight Against HIV/AIDS in Namibia

During the past few months, three US agencies in Namibia, the Defense Department through the American Embassy, USAID, and Peace Corps, have formed a collaborative partnership and are pooling resources in order to provide urgently needed HIV/AIDS services in Walvis Bay, a coastal town on the Atlantic seaboard. The US support is being used to build a multi-purpose center that will offer counseling to HIV/AIDS affected persons and provide training to center staff to plan and carry out awareness raising activities for youth, women and the unemployed.

Construction of the Walvis Bay Multi-Purpose Center, funded by Disaster Relief Fund of the Department of Defense (DOD) is nearing completion. DOD staff at the American Embassy had assisted USAID in identifying the funding, in order to build this much-needed facility in the harbor city. In Walvis Bay, the HIV/AIDS prevalence rates exceed 25% and the Mayor of the town is highly motivated about conducting a vigorous and effective campaign to address the problem of HIV/AIDS care and prevention. She had initially contacted USAID to introduce and run some intervention programs for the Municipality, but had to face the fact that there were virtually no suitable venues to conduct such activities, to offer counseling or to provide the required training of home based care providers. The DOD funds have thus been able to meet an immediate need, by enabling the Municipality to construct a building that incorporates both large activity rooms and smaller counseling cubicles. The DOD has also been able to locate redundant furniture from around the world and is shipping it to Walvis Bay to furnish the center. As this multi-purpose venue is located in the center of the highest populated part (formerly township) of Walvis Bay, it is easily accessible to a large segment of the beneficiary population and will serve a wide cross-section of the community.

USAID has been involved with the project from the start. Initially, USAID helped set up a local Steering Committee, consisting of key stakeholders and assisted it to formalize "Operations Guidelines" for the Steering Committee to manage the center. Through the Mission's HIV/AIDS implementing partner, Family Health International, the Steering Committee selected and hired a Center Director. Once it became evident to the Steering Committee that one staff person alone was not going to be sufficient to manage a center that was envisioned to be operational from 7:00 am to 10:00 pm, USAID became engaged in solving that problem. Close liaison and discussions with Peace Corps resulted in the identification of a Peace Corps Volunteer who had served in Namibia, to extend her stay for 6 months and assist the Multi-Purpose Center in its start-up activities. Subsequently, Peace Corps has agreed to assign one of their new recruits, due for placement in September, to work for a full two years at the center.

With the center almost completed, the Center Director hired and a volunteer committed to a community-based approach to HIV/AIDS prevention, the Walvis Bay Multi-Purpose Center is envisioned to be a hive of activity in the near future, a place where anyone from the town can come for information and training and receive support and counseling on HIV/AIDS. One US agency on its own could not have accomplished this; it took the

combined efforts and resources of all three agencies and their shared vision and commitment to respond in a meaningful way to one community's request.

Information Annex Topic: Supplemental Information

Information Annex Topic: Updated Results Framework Annex

Information Annex Topic: Updated Results Framework.

Requested by: PPC/CDIE/PME

What the information annex will be used for: (1) CDIE maintains a database for the Agency of R4 information that includes a complete listing of all Agency SOs and IRs by sector. Agency staff and others frequently request this information. Its continued usefulness is dependent on assurances that it is up-to-date. (2) OUs may find it necessary to change indicators. Indicator changes may be reported or (if Bureau review is required) proposed here.

Specific points to be addressed: Part A: This should be a simple listing of current, approved SOs and IRs organized to show their relationship to each other (for example, lower level IRs could be indented immediately below higher level IRs or the SO). Do not include proposed framework changes (if approved, they will appear in this annex in next year's R4). Part B: If you will be changing the indicators you will be reporting next year, i.e. selecting a different indicator or indicators from your PMP to report on next year, please include in this annex the current indicator(s), the proposed indicator(s), and the baseline and target for the proposed indicator(s) to 2003.

Maximum page length: as necessary.

Requirement: mandatory for all USAID Operating Units.

Part A. Results Framework.

SO#1 : Economic Empowerment of Historically Disadvantaged Namibians through Accelerated Private Sector Growth.

The revised strategic objective is the "economic empowerment of historically disadvantaged Namibians through accelerated private sector growth" and will support economic growth and employment by directly addressing the need for private sector managerial, entrepreneurial and technical skills, and improved business support services and technology linkages for SMEs. The strategy will continue to impact economic empowerment and disparities in HDNs' economic and social roles as addressed under the prior, broader HRD strategy. Under the revised SO statement, three principal Intermediate Results, seen to be achievable by 2005, have been established:

IR 1.1: Increased Numbers of HDNs Acquiring Enhanced Entrepreneurial, Managerial and Technical Skills.

IR 1.2: Sustainable Local Capacity to Deliver Quality Business Support Services for SMEs.

IR 1.3: New Business Linkages and Markets Formed.

SO#2: Improved Delivery of Quality Primary Education to Namibian Learners in Grades 1-4 in the Most Disadvantaged Schools.

IR 2.1: Improved quality of primary school teachers in the target classrooms.

IR 2.1: New, improved lower primary curriculum developed.

IR 2.3: New monitoring and evaluation system in place and operational.

IR 2.4: Improved instructional support.

IR 2.5: Improved school support and management systems.

SO#3: Increased Benefits to Historically Disadvantaged Namibians from Sustainable Local management of Natural Resources.

IR.3.1: Improved policy and legislative environment for integrated CBNRM.

IR 3.2: Conservancies are established, self-financing and well-managed.

IR 3.3: Namibian capacity built to support an integrated CBNRM.

SO#4: Increased Accountability of Parliament to All Namibian Citizens.

IR 4.1: Increased opportunities for citizen participation in the legislative process.

IR 4.2: Increased use by parliamentarians of enhanced skills as legislative and representatives of citizens.

IR 4.3: Increased public advocacy by NGOs and civic groups in national and/or media for a.

SpO 1: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region.

IR 1: Increased quality, availability and demand for information and services to change sexual risk behaviors and cultural norms to reduce transmission of HIV in target communities.

IR 2: Strengthened and improved capacity of institutions to plan and implement effective, coordinated and sustainable HIV/AIDS interventions in the target communities.

IR 3: Improved enabling environment, advocacy and coordination for HIV/AIDS mitigation at national and local levels.

Part B. New Indicator Reporting. Provide a report of indicators from the Operating Unit's Performance Monitoring Plan that the Operating unit proposes to report on in next year's R4 submission which are different from the indicators currently being reported.

****This applies to on-going strategies only.** Indicators that will be used next year as part of a newly approved strategy need not be listed here.

SO Name: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region.

Indicator Level: Strategic Objective

Current Indicator Name

Proposed Indicator Name **HIV prevalence among pregnant women, 15-24 in selected antenatal clinics in the target communities.**

	Actual	Planned
Baseline Year		
Target 2002		
Target 2003		

SO Name: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region.

Indicator Level: Strategic Objective

Current Indicator Name

Proposed Indicator Name **Number of OVCs placed in school within target communities.**

	Actual	Planned
Baseline Year		
Target 2002		
Target 2003		

SO Name: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region.

Indicator Level: Intermediate Result 1

Current Indicator Name

Proposed Indicator Name: **Risky sexual behavior in the last year.**

	Actual	Planned
Baseline Year		
Target 2002		
Target 2003		

SO Name: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region.

Indicator Level: Intermediate Result 1

Current Indicator Name

Proposed Indicator Name: **Increased use of condoms with non-marital or non-cohabiting partners.**

	Actual	Planned
Baseline Year		
Target 2002		
Target 2003		

SO Name: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region.

Indicator Level: Intermediate Result 2

Current Indicator Name

Proposed Indicator Name: **Number of people receiving HIV/AIDS services from USAID assisted workplace interventions.**

	Actual	Planned
Baseline Year		
Target 2002		
Target 2003		

SO Name: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region

Indicator Level: Intermediate Result 2

Current Indicator Name

Proposed Indicator Name **Number of schools in each region reached by youth forum activities.**

	Actual	Planned
Baseline Year		
Target 2002		
Target 2003		

SO Name: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region.

Indicator Level: Intermediate Result 2

Current Indicator Name

Proposed Indicator Name: **Uniform training program for counseling using MoHSS guidelines and protocols established and functioning in the target communities.**

	Actual	Planned
Baseline Year		
Target 2002		
Target 2003		

SO Name: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region.

Indicator Level: Intermediate Result 2

Current Indicator Name

Proposed Indicator Name: **Improved capacity of indigenous NGOs and CBOs to effectively implement OVC interventions in target communities.**

	Actual	Planned
Baseline Year		
Target 2002		
Target 2003		

SO Name: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region.

Indicator Level: Intermediate Result 2

Current Indicator Name

Proposed Indicator Name: **Increased contributions (in cash or in-kind) by private sector to HIV/AIDS activities of program and to community efforts.**

	Actual	Planned
Baseline Year		
Target 2002		
Target 2003		

SO Name: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region.

Indicator Level: Intermediate Result 3

Current Indicator Name

Proposed Indicator Name: **Strategic plans developed and implemented for mitigation of HIV/AIDS in targeted communities.**

	Actual	Planned
Baseline Year		
Target 2002		
Target 2003		

SO Name: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region.

Indicator Level: Intermediate Result 3

Current Indicator Name

Proposed Indicator Name: **VCT, OVC and workplace policy, guidelines or protocols being implemented in target communities.**

	Actual	Planned
Baseline Year		
Target 2002		
Target 2003		

SO Name: To Reduce the Risk of HIV/AIDS Transmission Through a Comprehensive Prevention Model in a Key Region.

Indicator Level: Intermediate Result 3

Current Indicator Name

Proposed Indicator Name: **Improved coordination/communication among partners and stakeholders in target areas.**

	Actual	Planned
Baseline Year		
Target 2002		
Target 2003		